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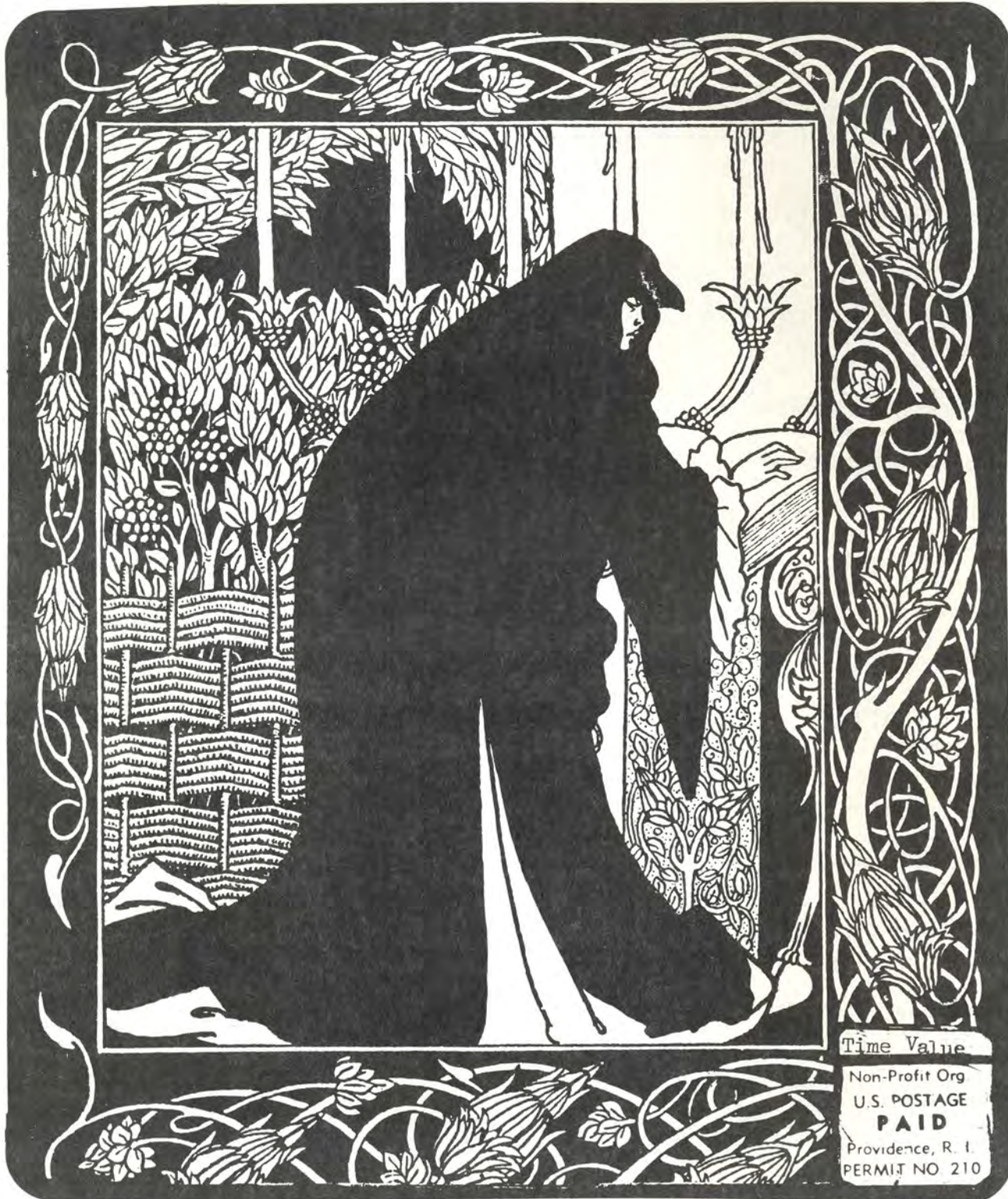
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RILA

Feb. 1977

BULLETIN



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EDITORIAL NOTICE:

The Bulletin appears on a monthly basis except for a single issue in July and August. News and articles should be submitted to the editor by the first 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, the Bulletin welcomes 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 will be considered. 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 per issue are \$20 per $\frac{1}{4}$ page, \$35 per $\frac{1}{2}$ page, and \$50 per full page. Call the advertising manager for further information.

TABLE OF CONTENTS:

Public Relations	2	Job Rotation	15
School Library ILL	6	Job Hotline	18
RILA Lobbying	10	Calendar	19
Just for Fun	11	ALA Mid-Winter	20
Closed Future	11	Federal Legislation	21
Book Mutilation	12	Gallimaufry	23

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EDITOR'S NOTEBOOK

WITCHES' BREW ISSUE



This month's Bulletin, with cover again by Aubrey Beardsley, is titled our Witches' Brew Issue. You'll find it a potpourri, a ragout, a veritable stew of things stirred up on a variety of subjects from ALA through Interlibrary Loan to PR to unsettle the settled and puzzle the positive.

March's Bulletin will again be focused on the more specific theme of library outreach services, and will be guest edited by Stephanie Kirkes and her RILA Outreach Sub-committee. By the way, any RILA subcommittee is welcome to do a theme issue of the Bulletin. Other themes upcoming in future Bulletins involve RILA history, RILA membership, libraries vs. television, and local bibliography.

Meantime, we welcome the newest member of the Bulletin staff, Peter Bennett of the Pawtucket Library, who will assist us in dragging coherence out of chaos, or, writing the news of local events.

Letters to the Editor



January 11, 1977

Dear Editor:

I've just been reading the December Bulletin, and enjoyed particularly your paper on publication read at Newport. There is one misleading comment in it, however, the blame for which traces, through Nancy Potter, ultimately back to me. The GLS "Journal" that Dean Potter held verbally aloft at the RILA Conference she inadvertently described as meant for students and faculty, partially because we had her a bit flustered at the time. Your conclusions from that (p.13) were accurate, but actually she had it wrong. The idea as I conceived it, and mean to execute it in the next few weeks, is for a twice-annual collection of good student term papers, referred to me by the faculty, strictly an in-house exercise, mimeographed and handed out in classes probably for less than \$50-60 a shot. The purpose is first to "show we care," to encourage better scholarship from students (it's quite low right now) by offering to good apprentice-level work a wider exposure than one professor's eyes, and finally to provide models for incoming students. It was never intended that the faculty should use the journal for free additions to their bibliographies; I hope, as you do, soon to see their work appearing in legitimate forums.

Cordially,

Dwight C. Peck, Grad. Ass't,
Graduate Library School, URI



THEORY INTO PRACTICE: PUBLIC RELATIONS AT THE PROVIDENCE PUBLIC LIBRARY

- Deborah Barchi, GLS Student,
University of Rhode Island

Recently, I have been reading several books and articles about public relations in libraries, and it occurred to me that most of the authors seemed to be saying the same things about public relations in very similar ways, i.e. : PR is a fact of life; PR is not just publicity; it is not just advertising; PR only works if the entire staff believes in it and participates in it. I thought, therefore, that it would be interesting to speak with an actual practitioner in the field of library public relations to see how he or she handles PR problems and to learn if it is at all similar to the theories.

Fortunately, I was able to get an interview with Mr. Robert Persson, Development Officer for the Providence Public Library. I arrived at Mr. Persson's office complete with cassette recorder and a list of questions which I had chosen from among the most prominent issues raised in the books about public relations. Later, as I played the tape at home, I realized that what impressed me most about the interview was that at the Providence Public Library, public relations theory a la Betty Rice and the other writers is actually being put into practice. And more exciting still, the theories really do work.

The content of this article will consist of questions to Mr. Persson on several basic public relations issues and his responses. Before each question, a representational quotation from one of the books on the subject is included to further illustrate how Mr. Persson and the library put PR theory into practice.

The Providence Public Library is a non-profit, private corporation which will soon be celebrating its one-hundredth birthday. From its beginning until the 1950's, the library was supported largely by endowments. However, from the 1950's onward, there has been a shift to more reliance upon city, state and federal funds. Mr. Persson has been with the library in the capacity of Development Officer since November, 1975. His title is a broad one and encompasses many duties, including public relations work on both a day-to-day and a concentrated basis. Also Mr. Persson is an active lobbyist at the state level for both the Providence Public Library and the Rhode Island Library Association.

I had read in Betty Rice's Public Relations for Public Libraries (1972,p.9) that ". . . frank evaluation of the library's current status in the collective thinking of the community--it's public image--is a must prior to launching a well-conceived public relations program." Therefore, one of my first questions to Mr. Persson was: "When you first began to work at the Providence Public Library, what was your impression of its public image? What did you want to see change about this image?"

Mr. Persson: "When I first came to the library, I very quickly became aware that the general public had so many misconceptions about the way the library was structured, the types of services it offered, the way it was funded, the quality of the institution in general. So one of the real concerns that I had from a public relations standpoint was that this public library, I felt, had been very much taken for granted. It had always been here in the city; people had come and they had gone; they had always used the institution; it was always available, no questions asked. The typical comment when the library began to speak in terms of its financial problems was 'How can you possibly have financial problems? You're a department of city government,' which is one of the biggest misconceptions that people have. My concern coming in

was that these misconceptions which the public had were probably the biggest problem that we had in terms of re-orienting their thinking, and under the guise of the proper conception of what the library was all about to try to solicit some support . . ."

Persson's continued, "When I came to this institution, I found that many of the staff were very impressed about the way in which they were delivering programs and they were providing services; but if you took the same programs and services to the public and asked them what they thought about these programs, you'd sometimes get opposite response. The staff were perhaps more concerned about the way they saw themselves than about the way the community saw them. But suddenly when all the financial difficulties developed, they found themselves in a vacuum because they couldn't go out to that public which they thought had the proper image of the institution. The attitude which many of the trustees at the library had was 'Don't worry. Somebody will take care of us. After all, we are the Providence Public Library.' But I asked the question 'Who gives a damn about the library?' The trustees thought that everyone did but they were in for a shock. Now we're going through this very traumatic period where many of the old ways and old philosophies are going to have to change if we're going to survive. I predict that this institution will be around for a long time to come. We've already started to change, and we will continue to change, and it's always been to the best interest of the public we serve. So there are a lot of attitudinal areas to consider--the people in the community, the people who make up the corporation, the staff members. When you talk about public relations, you're talking about many internal as well as external people-to-people, people-to-group relationships."

Cosette Kies in Problems in Library Public Relations (1974, p.xiii) notes that "A public relations program . . . must be accepted as an integral part of the library's total program which involves all staff members and creates an awareness of the variety and scope . . . in which libraries communicate." I asked Mr. Perssons "How do the librarians and staff respond to the idea of needing public relations in the library?"

Mr. Persson: "When I came here I felt that many of the staff members had a sense of inadequacy about fund raising that they could do anything to improve their own lot within the community. To bring them to the point where they would understand that there were many activities they could conduct on a day-to-day basis to control their own destinies was one of the biggest changes that we've helped to bring about in this institution. To illustrate how their view of themselves changed from 'What can I do? I'm just a librarian.' to really getting involved, let me say that this year we managed to get a \$75,000 increase in the budget, the largest increase we've ever gotten in a single year. It all came about in great part because a lot of the librarians said 'let's ask our patrons to write to their councilmen to tell them how they feel about our problems.' And they went out into the community to talk with hundreds and hundreds of their patrons about this. They had these patrons sign petitions--Rochambeau Branch is a good example. They had 16 pages filled on both sides with names and addresses of patrons who felt that their branch library didn't have sufficient books, who wanted the branch to be open on Saturdays, and who felt that more staff were needed at the library for better services and programs. And every one of the councilmen said afterwards, 'Now, that's what we need. We need to see the people who vote for us telling us what they feel about their library.' This type of involvement on the part of the librarians was very important, and yet they had never thought of it as something they could do . . ."

Perssons added: "We have also tried to put an emphasis on our staff becoming involved in community programs outside of the library, just to broaden their base of knowledge as to what's going on out there in the community. This trend had been developing in the library over the past five years or so and even more so within the last year. It does have a very positive effect over their quality of services as

librarians. Also, the trustees are involved with an annual personal solicitation program, and we're getting 100 percent participation, according to the means of all of them, to support the financial needs of the library. We can offer the public a number of social activities, such as theater parties and concerts. We had a chamber music concert at a Baptist Church last week, and we got a terrific response from the public as well as making a good financial profit. It's rewarding for our librarians to go out there and do their thing. And the public always looks upon this type of effort as a good thing."

Steve Sherman in ABC's of Library Promotion (1971, p.2) observed that "The easiest mistake to make is to feel that library services are important in themselves and that it is therefore unnecessary to publicize them." Rice (p.40) advises the mistake be avoided: "informing the public where you are, what you have, and how it will benefit the individual patron is a continuing obligation of the library if it is to grow--and in some cases--if it is to survive." With that in mind I asked Mr. Perssons "What use of the media and of publicity have you made in your public relations efforts for the library?"

Mr. Persson: "One of the first things I did when I came into the library was to produce a number of commercials for the local television stations. Commercials which very positively illustrated the services of libraries with emphasis being on some adult programs, some programs for the handicapped, basic service programs like reference services and microfilm services. These commercials were totally new in the state of Rhode Island. I think that we were the first in the state to do a series of commercials that are run continually, year round. In the midst of all this, I provide a number of visuals and narratives advertising special programs that the library has. Right now we're running a good series on our architectural exhibition on the second floor of the library. This exhibition is one of the finest in the country. We've had people from all over the country come to view it."

Which response drew another question "But isn't television an expensive form of advertising?"

Mr. Persson: "No, because for non-profit organizations local T.V. stations do provide a certain amount of air time which is totally free of charge. They are required by the Federal Communications Commission to do this. But here's where the institutional image and the personal contact comes into play. How much time you get depends on the personal role you play and the relationship you build up with these television stations. This is where public relations is so critical. We have a very good relationship with the T.V. stations and get a good share of this free air time. We get T.V. shows on a regular basis, too, on the local community talk shows. I give the stations a number of materials which they can use on a regular basis that advertise the positive programs and services of the library, that put accent on our new and changing role, that try to change that stereotyped process of thinking that says the library is only for books and for reading. We've had more people from the community come in and say 'I didn't know the library was doing that. I like what you're doing.' The television media is very effective. Thousands of people will watch T.V. as an excuse for not reading the same news in the paper . . ."

"On a regular basis we send spot announcements to radio stations who fit them in according to their log schedules. We have one local station that likes to get involved with book reviews of the best sellers. It's been a very popular program for some time now. Every week we update the information. We have a number of tape shows in radio, too. We've broadcast more than 20 shows over the radio in the last year. Now, I think this is something new for Rhode Island--this type of concentrated effort. I've seen a lot of spotted efforts which have been excellent, but the problem from a public relations standpoint is that you can not advertise a service once in a while and expect the public to be aware and to get involved. It has to be a constant, day-to-day activity of saturating the public awareness with information that you know will interest them and that will keep them interested . . ."

"We've got a very good relationship with the Providence Journal. We get a good deal of coverage in the newspaper. Not just about the good programs but about our problems, too. We've had a lot of reaction from people coming in and saying 'I didn't know you couldn't buy enough books for this department. How long has this been going on?' We have a collection of patent information that goes back over a hundred years. We have a better collection than they do in Washington, and we had a couple of feature stories in the newspaper about this collection, and we also did an extensive amount of advertising about the collection within the business community. Business people have access to information here that may take only a few hours to gather but which takes them days if they sent to Washington for it."

"We've also issued a quarterly library newsletter which highlights new programs and events and the various successes we've had. In the last issue we had a feature story about the 'Giants of Business' luncheon we had in which we invited the presidents of a number of local firms to the library for a luncheon and a tour. We discussed the number of business reference services we could provide them and asked them for their support of the institution. It's important to mention here that we send our newsletter mainly to people outside of the library circle. These are the people whom we need to reach and whose support we need."

Mr. Persson concluded: "All forms of the media are important because they help to present the good points of the library, the services we have to offer that many people are not aware of. But it also helps the public to see that we have similar problems to any corporation in staffing and funds and budgeting."

I left the interview with an excellent impression of the Providence Public Library. There's a sense of positive action, openness, and responsiveness that is communicated both through the people and the programs associated with the library. Public relations is not just a theory there but a day-to-day activity, an awareness that is evident in everything from the simplest answer to a reference question to an elaborately planned television promotion.

It is refreshing to realize that on its one hundredth birthday, the Providence Public Library is not content to merely gaze back longingly into the past in memory of its "better days." Instead the people of the library realize that with hard work and genuine responsiveness to the needs of their public, the best days are yet to come.

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SCHOOL LIBRARY PARTICIPATION IN INTERLIBRARY LOAN SYSTEMS

- Karen A. Taylor
General Delivery, Charlestown, R.I.

Money is tight right now and many libraries are the victims of budget cuts. At the same time, the cost of materials continues to climb. Now, more than ever, the benefits of interlibrary loan service become apparent. Two or more libraries enter into a reciprocal agreement providing each other access to their respective collections. If one library does not have sufficient material to fulfill a patron's request, the library can borrow the needed resources from a cooperating library. The libraries' collections are supplemented through interlibrary loans, increasing the quantity and diversity of resources available to their users.

Public libraries have been making increasing use of interlibrary loans. The movement by school libraries towards adopting this service, however, has been slow and unorganized.¹ This is not because school libraries are self-sufficient in meeting their users' needs, although a few may be.

Reference librarians in public libraries are often swamped with requests by students working on school assignments. It would benefit both the school and public library to set up an interlibrary loan system. Working together the school librarian could notify the public library of large class assignments. The public librarian could then gather material on the subjects needed and send over a "bulk loan."² In this way the school library has the materials for the student's convenience. This is only one example of how school libraries can benefit from this plan.

School libraries can also profit from interlibrary loans with each other. It may be assumed by some that all elementary school library collections are basically alike, and that high school libraries also duplicate a large percent of each others' holdings. In her Ph.D. dissertation, "The Resource Capacity of Secondary School Libraries to Engage in Interlibrary Loan," Allen Altman's findings refute such an assumption. Ms. Altman concluded that in twenty eight high schools in New Jersey that were studied, nearly one half of the total titles were unique. Even the schools holding the largest number of titles had weaknesses in certain subjects and would benefit from access to the collections of other high school libraries.³

Despite the advantages of interlibrary loans, Ellen Altman notes a reluctance by school librarians to use this service, and opinion reinforced by this author's experiences.⁴ The interviews I have had with persons involved in school library participation in interlibrary loan and the following statement by the American

1. The use of school library is interchangeable with school media center and refers to a library in any school under college level.
2. This "bulk loan" to school libraries is operating in the Pawtucket Regional Center.
3. An abstract of Ellen Altman's "The Resource Capacity of Secondary School Libraries to Engage in Interlibrary Loan." Ph.D dissertation-Rutgers University. 1971. in *Dissertation Abstracts*. 32A July-Sept. 1971.
4. Altman, Ellen. "Independent Study and Interlibrary Loan in Secondary School Libraries," *School Libraries*, Fall 1971, v. 21 #1, p. 36.

Association of School Librarians has also convinced me that such an attitude can be overcome.

"The user's first point of convenient access to materials is the media center in his own school. No substitute can replace the individual school collection in guaranteeing a high degree of user satisfaction, but it is unrealistic to claim that any school can provide within its own walls all the materials and equipment that users need. The media staff takes the initiative in obtaining needed information and material from other sources using interlibrary loans from other schools, school district media collections, local public libraries, college and university libraries and regional, state, and national networks."⁵.

Encouragement, both moral and financial, is needed to change attitudes and increase involvement in cooperative efforts. A logical place to look for such stimuli and assistance would be the state government.

Looking at the state of Rhode Island, I find this leadership for school libraries to be lacking. These libraries fall under the supervision of the Department of Education, which establishes standards. A position in this department, for a supervisor of school libraries was created but has been vacant for a number of years now. When I approached this topic at a meeting at the Department of State Library Services (DSLS), a few people noted that the attitude of the last two commissioners in the Department of Education has been one of disinterest.⁶

The Department of State Library Services is separate from the Department of Education. One of the duties of the director is "to cooperate with the State Department of Education and the supervisor of school libraries in the development of state-wide school library service."⁷ Faced with a disinterested commissioner and a non-existent supervisor, it is hard to imagine any large scale cooperation between DSLS and the Department of Education. Still, with or without the assistance of the Department of Education, the director of DSLS is charged by law "to promote and develop library service throughout the state in cooperation with any and all other state or municipal libraries, public libraries, schools, or other agencies, wherever practical."⁸ DSLS works through an Interrelated Library System, dividing the state into five sections, each served by a regional center. In order to facilitate coordination DSLS is authorized "to designate a library within the interrelated library system as a supplementary resource center to coordinate school, public, academic, and special library resources within the system in order to provide improved library services to students and other learners."⁹ While this seems to be the perfect vehicle for school library participation in an interlibrary loan system, there is a problem. This is a grant-in-aid program and money for funding is not available at the present time.

Priorities are also involved here. DSLS has as its first concern under law the public libraries. It sets the standards for public libraries, and while not mandatory, they must be met to receive state aid. School libraries, as I have stated before, are under the supervision of the Department of Education. Therefore; it is understandable if DSLS takes care of the public libraries first.

5. American Association of School Librarians, Media Programs: District and School, Chicago: American Library Assn., c. 1975, p. 63.
6. Meeting of the State Advisory Council on Libraries, Providence, R.I., November 3, 1976.
7. General Laws of R.I. 29-3.1-7.
8. General Laws of R.I. 29-3.1-7.
9. General Laws of R.I. 29-6-7.1.

This is not to say that this department has ignored school library needs. The director, Jewel Drickamer, has voiced an interest in school libraries and appears anxious to see them offering interlibrary loan service to students and teachers.¹⁰ In fact, some school libraries are tied into this system through their regional center. These regional centers are funded by the state through the Department of State Library Services.

Aware that the Northern Interrelated Library System is one of the most active in Rhode Island, I concentrated my observations in the northern region.¹¹ Approximately nineteen high schools and seven middle schools are active members of this system, and are able to offer interlibrary loan service to their patrons. Their requests are handled by the Pawtucket Regional Center. Twice a week the regional station wagon stops at each high school for pick up and delivery of materials. The infrequent use by the middle schools does not warrant a regular schedule.

When a request from a school is received at the regional center, the catalog for the Pawtucket Public Library is searched. If the search is unsuccessful, the request goes outside the system to another regional center. The Northern Regional Center in Pawtucket does not first check the other libraries within the system because there is no union catalog. The expense of such a project is the reason for its absence. To tap the resources of these libraries a weekly want sheet is employed. This is a list of unfilled requests sent to all member libraries. If one member has a needed item, this library will notify the requesting library and send the material to them. Between school libraries there are also the informal interlibrary loan transactions where one librarian calls another and the materials are personally dropped off on a lunch hour or at the end of the day.

Each member makes an effort to develop a good collection in at least one special area. Students involved in independent study projects require access to more specialized materials. With each library concentrating in special areas and avoiding unnecessary duplication of materials, the student and teacher have access to more varied resources. Examples of such special collections are: Drugs at Woonsocket H.S.; Ethnic Groups in American Life at Central Falls H.S.; American History at Cumberland H.S. and Evolution at Ponaganset H.S.¹²

As a special service to schools "bulk loans" are available from the Regional Center. Since September twenty-seven books on Presidential Elections; forty books on Indians, and fifty-two books on American Authors were sent out to various high schools. Many of these books are part of a "back up" collection of paperbacks that the Regional Center has purchased on contemporary issues. The Regional Center also initiated a union list of periodicals on microfilm. Seven high schools, one college, one business, and one public library participated. The existence of a union catalog has facilitated the processing of interlibrary loan requests for periodicals.

The Woonsocket school district has a union catalog for both print and non-print materials. An efficient interlibrary loan service is the result of the time and effort that went into establishing this catalog. To have such a union catalog for a number of towns or school systems Mr. Louis Leveille, the Woonsocket School Coordinator, feels that funding from an "outside" source is necessary. Here again we are talking about state aid. Mr. Leveille reminded me of the union catalog on computer tape at DSLS. From 1968 to the end of 1975 a state-wide processing center

10. Meeting of the State Advisory Council on Libraries, Nov. 3, 1976.
11. The Northern Interrelated Library System is in a better financial position than most R.I. systems since state aid for library service is appropriated on a per capita basis.
12. The Pawtucket Public Library and Regional Library Center - Northern Interrelated Library System. 1976 Regional Directory.

at DSLS ordered, processed and recorded the incoming materials for any public, school, and special library that wished to participate. The material ordered during this time are listed on the computer tape, along with the respective libraries. Such a list could be used for local interlibrary loans following the basic idea of OCLC. On the interstate level, NELINET (New England Library Information Network) is currently studying the need and effectiveness of a computer interlibrary loan service for all types of libraries in New England. Those libraries that do not have access to a computer terminal will have indirect access through larger libraries and will not be excluded. Possibly, supplementary resource centers could house a terminal to serve the school libraries in a region.

Every type of library has something to offer. While public libraries can offer diversity, school libraries can contribute fine audiovisual collections. Cooperation between all types of libraries is an idea whose time has come.

Interviews

Myron Kirkes - Regional Coordinator for Northern Interrelated Library System.

Wanda Moskwa - Assistant Coordinator for Northern Interrelated Library System in charge of interlibrary loans.

Louis Leveillee - School Library Coordinator for Woonsocket School District.

Muriel Labrie - Director of Media Center, Tolman High School, Pawtucket.

Jewel Drickamer - Director of DSLS (at Meeting of State Advisory Council on Libraries).

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LEGISLATIVE LOBBYING AND THE RHODE ISLAND LIBRARY ASSOCIATION

- Michael F. Kohl, Asst. Special
Collections Librarian,
Rhode Island College

At the Fall business meeting of RILA, the membership approved the Executive Board's decision to provide compensation for a lobbyist, Mr. Robert Persson, who has and is representing the interests of the Association as well as those of his employer, the Providence Public Library. This decision raises questions which should be discussed concerning RILA's relationship with politicians and political organizations. First, let me state unequivocally, that RILA should be commended for hiring a professional to represent the interests of libraries and librarians before the state legislature. Lawmakers usually do not know the library communities concerns which therefore must be explained and defended with more skill and vigor.

Presently, there appears to be no RILA policy regarding which legislators are to be lobbied and what forms this lobbying should take. In his 1976 RILA Lobby Report, Mr. Persson listed his activities, at his own expense for which he requested compensation from RILA. These included: meeting with state leaders such as J. Joseph Garrahy and Joseph Walsh; arranging for a full committee hearing of RILA supported by the House Finance Committee; guiding the arrangements for a reception of General Assembly leadership; attending many functions and supporting hundred dollar dinners for J. Joseph Garrahy and John Hawkins; and in some manner, providing campaign posters for Joseph Walsh and Anthony Solomon. Most of these activities are highly commendable and demonstrate Mr. Persson's professionalism and success as a lobbyist.

One could question, however, the hundred dollar fund raising dinners and the campaign posters. These are of course totally legitimate activities for a citizen to engage in; what is of concern is the fact that RILA has given compensation to Mr. Persson for his activities. This means that RILA is paying at least in part for these dinners and posters. One problem with such an arrangement is that RILA members have little say over which legislators receive help that is financed by their dues. This is not a matter to be taken lightly. An association of professionals like RILA should not be giving support to candidates who have not been previously evaluated by either the membership or the Executive Board.

Senator John Hawkins, one of the recipients of Mr. Persson's aid illustrates this point. Hawkins proved to be a supporter of increased state aid to libraries and perhaps for this reason Mr. Persson bought the \$100 ticket to his fund raising dinner. However, during the same period when Senator Hawkins was helping to increase state appropriations to public libraries, this same senator introduced General Assembly Bill 75-S728 which was described by James Giles, then President of RILA, and William Bergeron, member of the RILA Intellectual Freedom Committee, as "violating the citizen's freedom of access to materials which are protected by the first amendment to the United States Constitution." (See RILA Bulletin, May 1976, pp. 33-37.) If this bill had become law, RILA may have found itself in the position of contesting in court a law sponsored by one of the few legislators who the Association has given any form of financial support.

In order to lessen this problem, a number of policies should be established. First, outright support to political campaigns should be closely regulated if not eliminated. Discretion should be maintained with respect to essential lobbying activities which could be taken as endorsements by the Association. And finally, lobbyists for RILA must recognize and promote all the interests of the library community when they interact with the Legislature. RILA's legislative goals have focused heavily upon financial support, primarily for public libraries. The pressing needs of Rhode Island's public libraries should not prevent the lobbyists from defending intellectual freedom, pushing for stronger legislative support for the URI Graduate Library School, and helping to strengthen the state documents distribution system.



JUST FOR FUN OR HOW TO BE EFFICIENT IN A SYMPHONY ORCHESTRA

(The following short article was picked up by Jo Ann Fuchs at the Pawtucket Library. We think it is delightful and worth reprinting. If the original author sees it, we would be very glad to hear from him and to give proper credit in a future issue.)

"The following is the report of a Work Study Engineer - a specialist in Method Engineering - after a visit to a symphony concert at the Royal Festival Hall in London: The average program consists of 1,372,483 notes. If faster music were played, more notes could be circulated among more listeners.

For considerable periods of time the four oboe players had nothing to do. The number should be reduced and the work spread more evenly over the whole concert, thus eliminating peaks of activity.

It was noted that the tuba played very few notes: it should be compressed in size giving more floor space to more active instruments.

All the twelve violins were playing identical notes; this seems unnecessary duplication. The staff of this section should be drastically cut. If a larger volume of sound is required, it could be obtained by electronic apparatus.

Much effort has been absorbed in the playing of 32nd notes; this seems to be an unnecessary refinement. It is recommended that all the notes should be rounded up to the nearest quarter notes. If this were done it would be possible to use trainees and lower grade operatives more extensively.

There seems to be too much repetition of some musical passages. Scores should be drastically pruned. No useful purpose is served by repeating on the horns a passage which has already been handled by the strings. It is estimated that if all redundant passages were eliminated the whole concert time of two hours could be reduced to twenty minutes and there would be no need for an intermission.

The conductor agrees generally with these recommendations, but expressed the opinion that there might be some falling off in box-office receipts. In that unlikely event it should be possible to close sections of the auditorium entirely, with a consequential saving of overhead expenses, lighting, attendance, etc. If worst came to worst, the whole thing could be abandoned and the public could go to the zoo or the Library instead. They are supported by the tax-payer's money."



IS THE FUTURE CLOSED?

- Roger E. Proulx, Circulation Librarian
RIJC Library, Warwick, R.I.

Librarians are justly proud of their history. It is a history that is full; not only of the love of books, but of the love of getting books together with people. From the days when most libraries were the private chattel of rich men, to the more cooperative, but exclusive, university libraries of the Renaissance, to the "enlightened" industrial and public libraries of the 18th and 19th Centuries, the trend has been to make books more accessible to people. Moreover, since the founding of the United States, the public library and "education for all" movements have made more books available to more kinds of people; workers, children, women, senior citizens, racial and ethnic minorities, disabled people, etc.

A very necessary corollary to this trend has been the transition from "closed" stacks to "open" stacks. Now, you can issue every mother's son and daughter a borrower's card, but what truly makes a library public (small "p") and accessible are "open stacks." Why, even those without a card may browse the library's shelves. There is no exclusivity. The library becomes as open as a travelling carnival and, hopefully, as popular.

Today, the development of open stacks is considered by most librarians as a giant step into the 21st century, with closed stacks as something akin to the Dark Ages. When I left library school I thought so. And as a kid, I had avoided libraries where the borrowers handed over a call number on a scratch of paper, then fidgeted, waited, and hoped that the book would come down. It reminded me of a visit to an S & H Green Stamp store.

The wait wasn't what distressed me. It was the feeling that I was being denied the chance to get into the stacks, nose to spine with the books and come down with my catch. I felt excluded.

Also, closed stacks meant that a person had to use the card catalog effectively--especially the subject drawers. At worst, it meant consulting a librarian for help in searching a subject.

Now, I am a librarian. As with many another, I am exposed to the fact that books are stolen by people who visit the library; books that many other people need and want. I will not refer to the many articles in professional journals and daily

newspapers documenting the extent of book theft in various libraries. The number of books lost is actually unimportant. What matters is which books are stolen: the current best-sellers, the cookbooks, the course text, the whole karate collection, any auto repair manual, and any book on SEX (with or without pictures) , just to name a few well-tapped areas.

A common response is to set up a bag-check station. The most recent and by far the most sophisticated and expensive are the magnetic detection systems. You can probably name others. The problem is that nothing really prevents theft except honesty. Even the sales "rep" from the magnetic tape company will tell you that theirs is not a theft prevention system, but a theft deterrent system: the determined thief can find a way to beat it.

Yet, when theft is effectively deterred, there is still defacement to face. Library Journal recently published an article titled, "Book Theft on Upswing; Security Tried." (December 1, 1975, p. 2203) which revealed that Canadian libraries noted a dramatic increase in book damage as a result of implementing "deterrent" systems. Heads they win, tails you lose.

Beyond theft and destruction, the library's mission is further impaired by well-intentioned patrons who mis-shelve books, browsers who pull out and push in at will, and avid students who transport a good chunk of the American History collection to a carrel just outside the "Z" books.

My sure-to-be unpopular solution is to close the stacks once again. Not necessarily each and every area, nor every hour the library is open. Nevertheless, some control over who delves in the shelves should be reinstated.

Pages to retrieve requested items would surely cost money. Yet, what about the replacement cost of book and non-book materials that have already been purchased once or twice? The cost of processing each replacement should also be considered.

Initially, people would be frustrated to be denied access to the collection. Time and custom would mitigate this. Besides, there is no frustration to equal that of a patron who consults the card catalog, locates the correct range and then finds the books are gone--not out to another borrower, not overdue, but gone.

Yet, there are great advantages to "open" stacks, I do not deny that. However, if our purpose is to get people together with books, then we owe it to our public to see that what is in the card catalog can be had on the shelf.



U R I LIBRARY'S CAMPAIGN AGAINST MUTILATION

- Betsey Gates Kesler, University of
Rhode Island Library, 1977

During August of 1973, an electronic security system was installed at the University of Rhode Island Library to inhibit the theft of Library materials. Since the installation of the system, the number of Interlibrary Loan requests for missing pages in mutilated items has increased. Requests for missing pages numbered 55 in 1973-74, 91 in 1974-75, and 60 in the first six months of this fiscal year.

The rise in mutilation may be a by-product of a theft-deterrent system that is working too successfully. The reader who once may have stolen the entire item, and who does not know how to remove the detector strip, now simply tears out the needed pages, leaving the remains behind.

As a result of mutilation, the Library spends its already limited funds for the replacement of items, rather than the purchase of needed new items. At an estimated cost of \$12.50 for each Interlibrary Loan request, the Library spent \$1092 to replace missing pages in 1974-75. During that same year, the Serials Department spent \$3303 to replace missing unbound periodical issues or issues that were so badly mutilated that the pages could not be tipped in.

Yet the cost of Library losses is not measured by the price of the individual replaced item alone. Staff time and effort required for searching, reordering, processing and rebinding, plus the frustration caused the Library user, who discovers that the article he needs is ripped out, must also be included in the entire picture.

In considering a course of action to be taken, URI vetoed the East German method of informing the police of thefts and wilfull damage to "socialist property"¹. and the Nigerian University Libraries practice of searching students and residential halls.² Instead, a committee with the ominous name of the Ad Hoc Mutilation Committee was established to undertake a publicity campaign during February of this year. The campaign theme, TRANSCEND MUTILATION (or TM for short) attempted to take advantage of the current interest in transcendental meditation. The aims of the TM campaign were to raise the conscientiousness and consciousness level of all library users, advertise the costs of replacements, and educate the students and faculty alike as to how they could help with the problem.

Within the Library the campaign included an exhibit containing journals with articles ripped out, empty microfilm boxes, and the remains of many Library books whose pages had been totally lifted from the cover. Informative guidecards pointed out the cost of replacing each of the samples, outlined the extent of the problem, and asked users to turn in any mutilated items that they discovered. The Library staff wore TM buttons which provided an opportunity to explain the mutilation problem to unsuspecting patrons who inquired about meditation.

Realizing that some students visit the Library infrequently, a 6x6 banner, painted with TRANSCEND MUTILATION, was hung from the Library's front balcony. Posters were distributed around campus, articles appeared in all University publications and ads were placed in the classified section of the student newspaper. One such want ad asked for the return of a Master's Thesis missing from the microform area entitled: A study of book thefts in academic libraries³.

Articles appeared in some Rhode Island newspapers and one of these included a photograph of Dean George Parks pinning a TM button on University President Frank Newman.

A letter was printed in the University Library's publication BIBLIO asking the teaching faculty to place required reading on reserve. Instructors who assign readings and do not put them in a controlled situation such as the reserve collection are inviting the first student who finds the article to take it for his own use, denying classmates access to the information. Faculty were also asked to talk to their classes about the ramifications of ripping articles out of Library materials and to emphasize that it costs \$10-\$15 to replace one periodical article. The Faculty Senate passed a resolution endorsing the campaign and recommending that the faculty assume a leadership role in bringing the problem to the attention of the University community.

1. Adam, Otto. "Der Strafrechtliche Schütz des Bibliotheksbuches in der DDR." *Zentble. Biblioth.* 88(1):29-32. January 1974.
2. Nwamefer, Ralph. "Security problems of university libraries in Nigeria." *Libr. Assc. Rec.* 76(12):244-45, December 1974.
3. Reneker, Maxine H. A Study of book thefts in academic libraries. Chicago: University of Chicago. 1970. 253 pages.

Although mutilation was the main point of the campaign, the Library designated February as Amnesty month. Fifty-two bills for overdue books were cleared in February 1974, 77 in February 1975 and, during Amnesty Month, 219 bills were cleared. The Library advertises this as a once in a lifetime event, so that the credibility of the normal billing procedures would not be undermined.

The means are not available to evaluate the impact of the campaign. Indirect feedback is received from the growing number of users who mention the campaign when they turn in mutilated items. Students have requested additional information concerning TM so that they could give a talk in speech classes or write term papers on the subject. The April Fool's Day issue of the student newspaper ran a photograph of Guru Mahahaha tearing pages from a journal while sitting on the floor in the Library stacks.

The Committee hopes that its campaign has generated peer pressure against those who mutilate. It is also hoped that making Library users aware of the frustration they cause other Library users, the additional work they create for staff, the money spent for replacements rather than for new materials and the fact that the Librarians do care about what happens to Library materials, will act as a deterrent the next time they start to slash pages from a book or periodical.



FEATURE - JOB ROTATION

- Stephanie Kirkes, Arlington Branch Librarian, Cranston Public Library, reprinted from Cranston Library staff newsletter Branching Out Dec. 1976

Job rotation has been around for at least twenty years as a means of managerial development. It was part of the program implemented in the District of Columbia Public Library in 1947 in an effort to save money. Job rotation works on the premise that a person will be more interested in and know more about the organization for which he works, if he works in a variety of positions within the organization. Rotation injects interest and incentives into daily chores that have grown monotonous and frustrating for lack of challenge.

This plan of rotation is used in companies like Sears, Seagrams and Consolidated Edison of New York, primarily as a means of grooming managerial talents. If used as an executive training method by some established firms, then why not in your library? It could be used throughout a library system, from shelvers to directors, so all can gain a better understanding of the complete library picture. Why should a shelver bother to put a book exactly where it should stand unless he understands how and why it was cataloged and assigned that individual position?

Job rotation opens up a number of positive features. It brings about new ideas as different individuals see things quite differently. It allows one to know the overall effects his action has on each individual aspect of the organization. It draws on the wealth of information employees have and streamlines the organization as bad ideas are critically examined and discarded. It tests and challenges the individual to cope with a new job and new responsibilities. It would help to eliminate the situation where a lack of co-operation hampers the efficiency of the organization. Consider even the mental benefits reaped as employees widen their acquaintances by meeting new people within the organization, some of whom they have passed in the hallway for years.

Most Americans are unhappy with some aspect of their job. The concept of job enrichment is now receiving serious consideration in managerial circles. Although not the same as job rotation, job enrichment carries the idea of rotation one step further. Here the job itself is redesigned and examined to allow the employee more responsibility and control over his work. This, combined with rotation, has worked extremely well at the Gaines Pet Food plant in Topeka. Here they divided the work force up into three teams with members on each team rotating the jobs of the team. Results show a great drop in production costs, an increase in productivity, and an absentee rate of only 1/20th of the industry average. This was attributed to both the enrichment and the rotation of jobs.

Job rotation, on a voluntary basis and for a limited amount of time, is proving beneficial to all involved. It brings in a broad range of skills, encourages growth and understanding between departments, gives the organization more variety and reduced boredom on the job. The further down the line creative thinking and planning go, the greater are the chances of realizing substantial savings. It is a new challenge. It prevents one from becoming too rigid. People too long in one job resist innovation, a disease often associated with bureaucracy.

It is important that all parts of the library interact cooperatively. Each part of the library needs the other parts. The people who perform the most menial tasks have to work within the system. They should have the opportunity to know the other parts of the system. Consider the implication.

Library A has a staff member who is adept and creative at storytelling. Library B has an individual with a talent for working with senior citizens and has a strong program set up for that group. They rotate. They see different programs going on and a different clientele than they are accustomed to. The senior citizen person tries telling a few stories to the kids clamoring for story hour. The storyteller tries to organize a coffee hour for the seniors. Both would be providing their individual expertise on their new situation. When they get back to their respective original positions, they have gained from their experiences in other fields, to the benefit of the library system. Even if the people do not possess specific expertise, they gain an understanding of a new and different environment.

Taken another step further, the man who was known as an excellent storyteller could be requested to rotate into other libraries. He could become more in demand as a storyteller as he rotated to fame within the system, and lose his value as a mere clerk at one branch. His greatest value will be as a roving storyteller, taking his repertoire of fairy tales and stories from library to library.

Of course, this theory on expertise developing over and above the job can be developed to any and all levels of librarianship, as people rotate and broaden their experience and understanding. Harry Peterson in Personnel Administration in Libraries says that "rotation broadens experience, equips the staff for promotion, provides greater flexibility, increases uniformity of practice and improves coordination and co-operation. It also increases understanding of the many library operations and makes it easier to find substitutes during illness, vacations and rush periods. It permits potential administrators to learn the varied problems of the library, brings new enthusiasm, ideas and stimulation, prevents anyone from having a vested interest in any one job or in any one part of the institution.

Job rotation does have its drawbacks. It encourages generalizations and is defeating to specialization of any particular part of the business. It is another time-consuming task for administrators. There is also an initial loss of efficiency as the new person learns the job. There are people who have built up a comfortable job and probably would not like to leave it? Should these factors keep job rotation

out of libraries? Libraries, if anywhere, seem able to take the general specialist to heart, that is, being a specialist in a general field like librarianship. We have set standards and given job descriptions on what is to be considered Librarian II status throughout the U. S. Can we describe the position nationally and then deny it, saying two branches within a system are run too far differently to have change in personnel?

We are generalists in a special field and I believe the benefits of interesting ideas and stimulating exchanges a rotation program would provide, far outweighs the initial loss of efficiency as a new person learns a new job. The library world itself lends to the rotation of jobs with a maximum of efficiency. We have standardized our systems and methods and procedures with the aim of having anyone walk into a library anywhere and feel competent enough to find the material he needs. If it is this easy for a patron to figure out a library, I assume librarians trained in library science can handle rotating within a library system. The employee should be looked upon as an asset and not merely as an expense.

Job rotation tends to identify and define the organization to the individual. That is definitely to the benefit of the organization, but it is also a benefit to the individual in the system, for his position, while flexible, is defined by himself. He sees his position within the whole by better knowing the whole. Job rotation is one of the things that makes Japan's rate of productivity so high. Sony was organized under job rotation. They are able to carry the talents of their employees to a variety of positions. Rotation raises the status of the worker in his own eyes. Make a job interesting and you will have interesting people working in it.

I suggest that the library profession, which already supports limited and informal job rotation in developing new managers, give job rotation within an entire system, on a voluntary, limited time basis, serious consideration. This would result in an increased level of productivity, as a person would know more about their job, would expand their job responsibilities as they used what they learned elsewhere, would retain high quality people who might otherwise get bored and dissatisfied, but who could switch positions within the system, thereby reducing job stagnation. This would improve the overall productivity of the individual and would also raise the overall quality of the organization. Besides, it sounds like fun. People remain motivated if their work remains challenging. Motivation can come through having a change, occasional and brief, of job responsibility.

* * * *

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SRRT JOB HOTLINE

The Social Responsibilities Round Table of Rhode Island has published a "Job Hotline" on a regular basis for over a year now. We have enjoyed much success and we are grateful to the individuals who have contributed to our effort. The RILA Bulletin has generously offered to continue printing the SRRT Job Hotline in its monthly publication. I would like to stress that it is not necessary to join RILA to receive the Job Hotline. Just send a self-addressed stamped envelope to either of the co-ordinators whose addresses are listed below and you will receive updated Job Hotlines each time there are new listings.

Co-ordinators addresses:

Candice Civiak
Providence Public Library
150 Empire Street
Providence, R. I. 02903

Nancy D'Amico
Roger Williams College Library
Bristol, R. I.

Plainville (Ct.). Head Librarian. Qual: MLS + 2 years of experience. Salary beginning \$12347/yr. For application forms write Office of the Town Manager, Plainville Municipal Center, Plainville, Conn. 06062 (rec'd 1/28)

Foxborough (MA). Library Aide (Feb.-June). Qual.: B.A., lib. sci. course or exp. Sal.: Open. Apply by: 1 Feb. 1977. Write: Mrs. Betty Dussel, Dir. of Media Services, Foxborough High School, South St., Foxborough, MA. 02035. (Rec'd 1/20)

Braintree (MA) Public Library, BRANCH LIBRARIAN. Qual.: M.L.S. & exp. Sal.: \$10,220. Send resume: Marjorie Wagner, Dir., Thayer P.L. 798 Washington St., Braintree, MA 02184. (Rec'd 1/20)

Marlborough (CT) Public Library. LIBRARIAN. Qual.: A.A. in Lib. Sci. is min. Apply by: 4 Feb. 1977. Send resume to: Eric Rorstrom, Buckboard Lane, RR 5, Marlborough. (1/20)

Management Library, Cambridge, MA. LIBRARY ASSISTANT. Sal.: \$6800. Open: now. Hours: 8:30 - 5 M-F. Call: Jean Pecora, Personnel (617-864-5770, ext. 2203); Arthur D. Little, Inc., 20 Acorn Park, Cambridge, MA 02140. (Rec'd 1/22)

Seekonk Public Library, Seekonk, MA. Director, by July 1. Write Mrs. Elizabeth Barker, Chairwoman Library Board of Trustees, Seekonk Public Library, Seekonk, MA. 02771. (rec'd 2-9)



CALENDAR

- March 2 Monthly Adult Book Meeting, "Energy Alternatives," Westerly Public Library, 9:30 a.m.
- March 7 Cooperative Juvenile Book Review Meeting, "Open Topic," Providence Public Library, 9:30 a.m.
- March 17 RILA Trinity Square Theatre party - see advertisement, inside rear cover this Bulletin.
- March 23-25 Library Improvement Institute; Layout and Design, at Trumbull, West Hartford and Windsor Public Libraries, \$100. Write June Shapiro, Connecticut State Library, 231 Capitol Ave., Hartford, Ct. 06115 for information.
- March 29-30 Institute on Evaluation of On-Line Data Bases, Simmons College School of Library Science, Boston. \$50. Write Dr. Timothy Sineath, School of Library Science, Simmons College, Boston, Mass. 02115 for information.
- March 14 "Have You Read IV: Roundup of Current YA Fiction," Portsmouth Free Library, 9:30 a.m.
- April 1-2 Workshop on Public Relations for Library and Information Service, Simmons College, \$125. Write Dr. Timothy Sineath, School of Library Science, Simmons College, Boston, Mass. 02115 for information.
- April 15-16
- April 5 One Day Federal Documents Workshop, University of R. I., Registration incl. lunch - \$12.00. For complete program info. contact Anne Shaw, Govt. Publications Office, URI Library, Kingston, R.I. 02881 401-792-2606.
- April 14 Juvenile Book Review Meeting, "Planning Programs for Special Groups," Cumberland Public Library, 9:30 a.m.
- April 12-13 "Automated Circulation Control Systems," 2 day NELINET seminar, Hartford, Conn. Contact: Ann Vonder Lippe, Nelinet, 40 Grove St., Wellesley, Mass. 02181 or 617-235-8071 for information.
- April 13 "High School Women," Young Adult Round Table, Fuller Branch of E. Providence Public Library, 9:30 a.m.
- April 14 Annual Membership Meeting, R.I. Library Film Cooperative, 9:30 a.m. - place to be announced.
- April 17-23 National Library Week - U. S. Senator Claiborne Pell, Honorary R. I. Chairman.
- June 16-23 ALA Annual Conference, Detroit Michigan, "ALA's Next 100 Years," see January 1977 American Libraries for information.
- November 14-15 RILA Annual Conference, Sheraton Islander, Newport, R.I.

ALA GREET'S MID-WINTER IN FAT CITY

- Thomas F. Lewis, 156 Cypress St., Prov.

Some three thousands of librarians, 25% of whom were reported to be unemployed or looking to change jobs, gathered in Washington, D.C. early this month (in the first week A.R., i.e., After Roots) at the soon-to-be defunct, Art Deco, Sheraton Park, and Shoreham Hotels, for what was, according to whom you asked, either, the greatest example of "working professional participatory democracy" or "the greatest and most costly farce produced since Georges Feydeau last touched pen to paper." I suppose we shall have to await the report from our Councillor to be informed what really transpired.

Highlights for this scrivener included: gracious but remote accommodations in the heart of a plush residential district cross town in an area affectionately referred to as the "Ivory Coast" in honor of the preponderance of wealthy African neighbors; an official 'librarian's' tour of the Library of Congress and an LC address by Dr. Carlton Rochell, former Director of the Atlanta Public Library during Jimmy Carter's term in the Georgia statehouse, and ghost writer of Jim's campaign Position Paper on Libraries; a Congressional Breakfast with Rhode Island's own fine Senator Claiborne Pell, an excellent Legislative Workshop, and an afternoon RILA Award audience with the same very busy Senator.

The lasting observation this journalist carried away from the week's activity is that, regardless of what was produced at ALA Mid Winter, the time is drawing very near when professional librarians will be called upon to produce evidence of their institutions' value in a way they have been unaccustomed to since at least the early sixties.

NOTES: Yes, the next three years are going to be very critical years for the future of library development. Senator Pell, Alfred Trezza of NCLIS, and Alice Thrig of ALA all emphasized that legislation enacted by the 95th Congress, 1st Session, though absolutely vital, will be but stop-gap legislation. (Senator Pell introduced SR 602, an Amendment to modify and extend the authorization of the Library Services and Construction Act, moments after leaving our meeting. For interesting floor debate see Cong. Rec., 3 February 1977, p.S 2141.) A reevaluation of the federal role in library development will follow, in a codification of a new National Library Act that will be drawn up following the 1978 White House Conference on Library and Information Services which will follow closely on the heels of Governor's Conferences to be conducted forthrightly in each of the fifty states and territories.

The Library of Congress Task Force on Goals, Organization, and Planning this January 28 made public its study report on the future role of LC. It's a very fine document which, compiled after a year of study, recommends that LC take the great leap forward to become a national library serving more directly and cooperatively the needs of its geographically and professionally diverse constituency.

There were 1200 "working" committees at this conference, under the provenance of some 77 subdivisions. Some of the former carried such threadbare names as Accreditation Committee, other such rich, inter-divisional hybrid titles as CSD/YASD Selection Aids Bibliography Revision Joint Committee.

Remember in the bicameral legislative organization the Senate authorizes but the House appropriates. The finest piece of Legislation, penned by even the most visionary and statesmanlike Senator means practically nothing if the House

of Representatives is not persuaded to provide the funds to administratively effect it. If however you can get a chief executive to budget a program, I'm told you can count on its finding a legislative vehicle.

Fat City is a handle contributed by a District service worker who confessed "no one works too hard in D.C. But if everyone did just one hard day's work we'd probably be amazed at what we could accomplish."

ALA President, Clara Stanton Jones, unveiled the silkscreen PR poster for ALA's 1977 Annual Conference whose copy read - Welcome to Detroit, the Paris of the Southeast Corner of Michigan. Um-umm-ummgh, Motor City, I wouldn't miss it for the World.



FEDERAL LIBRARY LEGISLATION

- ALA Legislative Office,
Washington, D.C.

Major Revision Ahead

Federal library legislation is likely to be revised substantially within the next few years, to make it more responsive to today's needs.

As a first step toward such revision, the 93rd Congress passed a law calling for a White House Conference on Library and Information Services by 1978 (PL 93-568), with the idea that this Conference and the related state conferences would provide citizens from all walks of life an opportunity to reassess the services libraries are now providing and to plan for their future development.

In the Interim

Until the state and national Conference findings are in, existing library legislation must be continued, with amendments as needed to address critical issues.

January-March 1977

Immediate Congressional Action Needed

Several pieces of existing library legislation need Congressional attention early in 1977. Details on these immediate needs are provided on the next page.

Libraries today are hard pressed financially, and many have been forced to curtail service, reduce purchases of materials, and lay off staff. This disastrous trend must be reversed in 1977.

ACTION NEEDED IN THE EARLY MONTHS OF THE FIRST SESSION OF THE 95th CONGRESS

I. LEGISLATION

The Library Services and Construction Act must be extended early in 1977, for the authorization expires at the end of FY 1977. LSCA is the only federal program that helps libraries cooperate across jurisdictional lines in order to improve service to all. It also helps libraries extend their services to the handicapped, the bilingual, the disadvantaged, the aging; and it authorizes funds for public library construction.

It is important that LSCA extension be enacted early in 1977 so that appropriations for LSCA can be included in the regular annual HEW appropriations bill for FY 1978. If enactment of the LSCA extension bill is delayed until summer or fall 1977, chances are great that FY 1978 funding for LSCA will be delayed until late in the year. Delayed funding results in program disruption and staff layoffs nationwide. LSCA authorizing legislation should be amended to strengthen interlibrary cooperation and to target increased federal support to urban public libraries many of which are in grave financial crisis today.

II. SUPPLEMENTAL APPROPRIATIONS (FY 1977)

FY 1977 appropriations for certain library programs have been deferred (because of late enactment last year of authorizing legislation) and others are seriously underfunded. The following programs require supplemental funding early in the 95th Congress:

Higher Education Act	FY 1976 Approp.	FY 1977 To date	FY 1977 Needed
Title II-A (grants for college lib. resources)	\$ 9,975,000	-0-	\$21,000,000
Title II-B (training grants)	500,000	-0-	6,000,000
Title II-B (research/demonstrations)	1,000,000	-0-	3,000,000
Title II-C (research library grants)	-0-	-0-	10,000,000
Title VI-A (educational equipment for colleges)	7,500,000	-0-	12,500,000
White House Conference on Library & Info. Services	-0-	-0-	3,500,000
Elementary and Secondary Education Act			
Title IV-B (school libraries & learning resources)	137,330,000	147,330,000	20,000,000
Library Services and Construction Act			
Title II (library construction)	-0-	-0-	97,000,000

Justification for Requested Supplemental Appropriations

1. The new copyright law (PL 94-553) has placed restrictions on library copying, and as a result libraries must have additional funds to purchase materials they can no longer copy for their users.
2. Personnel must be re-trained to handle new technology in libraries, and fellowships are needed to attract more minority group members to the library profession, a need that has been documented by the Labor Department.
3. Funding for the White House Conference is needed immediately so that activities already under way in the states can be coordinated to provide the kind of nationwide reassessment contemplated by Congress in enacting the White House Conference Law.
4. School libraries need additional federal support to help offset reduced percentage of per pupil expenditures devoted to libraries locally because of increasing costs of uncontrollable (salaries, energy costs, etc.).
5. Hundreds of public library construction projects are ready to begin, if federal matching funds under LSCA are made available, which would help stimulate employment in the construction industry, provide needed public library facilities, and make existing buildings more accessible to the handicapped.

GALLIMAUFRY

The RILA Executive Board voted unanimously on February 9 to endorse an omnibus R. I. state legislative funding bill requesting: 1. An additional \$76634 grant to the Principal Public Library (Providence). 2. Additional grants of \$30000 to each of the four regional libraries. 3. A grant of \$25000 to the R. I. Library Film Cooperative. 4. A ten cent per capita increase in grants in aid to city and town libraries. 5. And additional grants to "Special research centers" (i.e., 5 academic libraries in R.I.). RILA priorities are as listed above, and RILA Lobbyist Robert Persson and RILA Government Relations Subcommittee chairman Robert Burford were charged with taking the omnibus bill to the General Assembly within the next few weeks.

* * * * *

U. S. Senator Clairborne Pell was presented with a certificate of appreciation for his work on behalf of libraries by the RILA deligation to ALA's Mid-winter Conference.

* * * * *

RILA mini - conference on serving the elderly, the freedoms of librarians, and a state wide card are still scheduled for the spring. Watch the next Bulletin, for full information.

* * * * *

The 28 member Advisory Committee, to assist National Commission on Libraries and Information Science to plan and conduct the 1978 White House Conference on Libraries, has been appointed. Amongst such notables Senator Jacob Javits and the NBC Today Show's Gene Shalit is Donald T. Gibbs, Librarian, Redwood Library, Newport.

* * * * *

The N. J. State Library recently released the results of a Gallup poll they commissioned concerning leisure time activities.

Of the 612 adults randomly selected for interview, 87% believed that libraries are essential to a community. However, only 27% said that it would make a great deal of difference to them personally if a public library were not available for their use.

Quill & Quire August 1976

* * * * *

By January 27 the R. I. Film Cooperative completed its move to new quarters on the second floor of the Warwick Public Library. According to Coop Director David Green the new quarters are almost double the size of the old and include a meeting and screening area.

* * * * *

The intent of the RILA Intellectual Freedom Subcommittee to conduct a spring workshop on the personal and professional freedoms of librarians is most laudable. But it is indeed regrettable that the RILA Sub-committee which should properly handle the topic is now defunct. That sub-committee, the Staff Committee on Mediation, Arbitration and Inquiry, charged with defending librarians as librarians and citizens, apparently can not draw even one member. Leaving matters of ethics, grievance, unions, arbitration, salaries, contract and such matters, which require a high level of expertise, in the hands of no committee or in the hands of the Intellectual Freedom, Continuing Education or Public Relations Sub-committees could prove to be a big mistake someday. Do R. I. librarians care so little about protecting themselves?

* * * * *

Citing bickerings and disagreements at recent library board of trustees' meetings, Leo J. Allard, chairman of the Woonsocket Public Library Board resigned February 8. Disputes centered around the hiring of a clerk and the sale of a local history in the library. Unfortunately these disputes were covered in lengthy detail in both the Providence Journal and the Woonsocket Call.

* * * * *

At URI, the Graduate Library School is hard at work on filling vacant posts, on curriculum review, a draft of goals and objectives, an examination of its New England-wide instructional program, a search for a new building, and another search for a new dean of the school (it's now definitely a dean, not a director). All of this activity is in preparation for another self-study report to be completed by next fall in preparation for the Graduate Library School's request for reaccreditation by ALA in 1978.

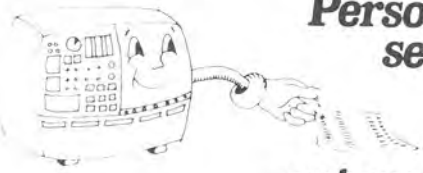
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QUOTABLE QUOTES

*The search is what anyone would undertake if he were not sunk in the everydayness of his own life....
The movies are onto the search, but they screw it up. They like to show a fellow coming to himself in a strange place - but what does he do? He takes up with the local librarian, sets about proving to the local children what a nice fellow he is, and settles down with a vengeance. In two weeks time he is so sunk in everydayness that he might as well be dead.*

- Percy Walker, The Moviegoer



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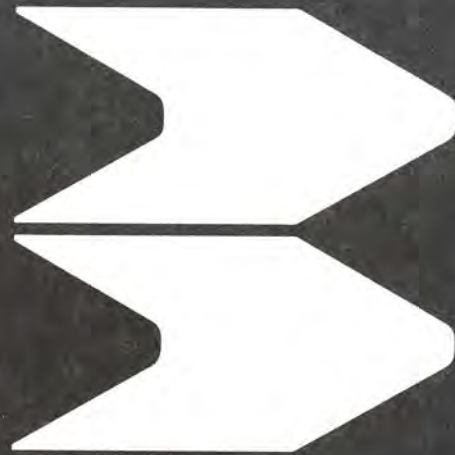
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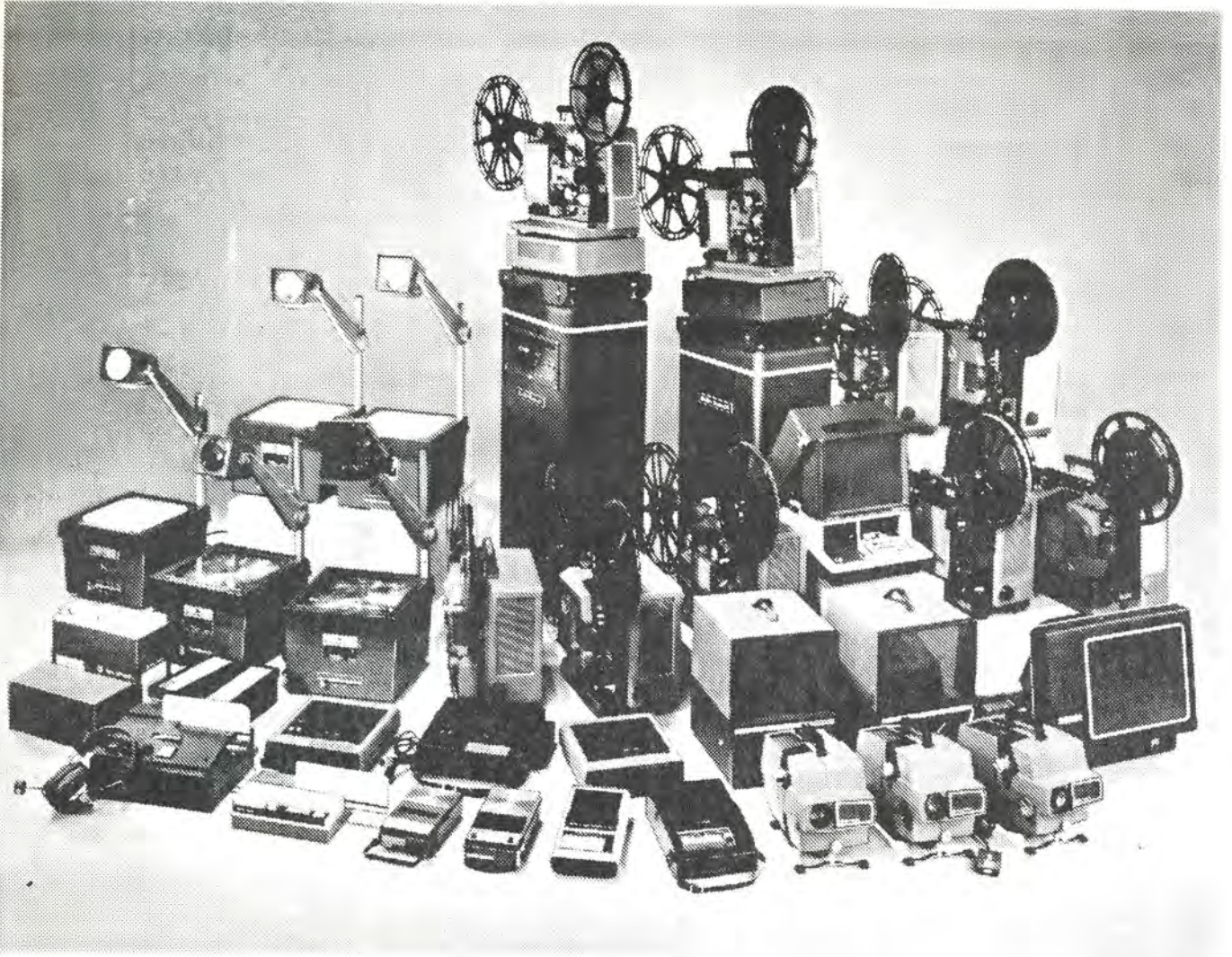
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