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Rhode Island Library Association Bulletin

Volume No.

61 No.10

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OCTOBER 1988

THE RHODE ISLAND LIBRARY STUDY: FINAL REPORT

The Rhode Island Library Study was publically presented to the library community at the Cranston Public Library on September 15. The Study was presented by Thomas Mann, a library consultant with Peat Marwick, which has assisted the Rhode Island Library Association and the Department of State Library Services in analyzing library services in Rhode Island. Specifically, its objectives were to: (1) "document and evaluate the effectiveness of the existing approaches to meeting information needs of citizens;" and (2) "facilitate development of a vision and related strategies for future directions for library development."

Mr. Mann, a trained librarian as well as a management consultant, was introduced by Elizabeth Futas, Chair of the Management Committee, a group of approximately twenty members, both librarians and concerned citizens, who, during the past year, have spent 2600 hours on the library study project. Dr. Futas briefly explained the history of the Study, going back to its origins in the Humphry report of 1964, and continuing through the genesis of the present report, the product of wide-spread contributions of time, thought, and energy, by many citizens, librarians and lay persons alike, for the past three years. Indeed, it is that "widespread participatory nature of the process" that makes the product unique and worthy of extensive consideration, according to Dr. Futas.

As both Mr. Mann and Dr. Futas noted, the findings of the Humphry report and the subsequent legislation that enabled its work, catapulted Rhode Island into the forefront of the library world in terms of networking. The multi-level concept of library service became a model for other states. The Humphry Report devised a single statewide cooperative public network resulting in the four regional systems, and the creation of the Providence Public Library as a major resource institution for other libraries.

While commending highly the achievement of Rhode Island libraries in the areas of cooperative networks, cooperative access to major research collections and services, as well as a state-wide Interlibrary Loan program, to list but a few areas of accomplishment, the report identifies areas of low achievement. Specifically, the report identifies a state agency with weak leadership and a reactive rather than initiative approach to issues. The regionalization of networks and the unclear roles of the PPL, SRC, and local libraries, as well as an absence of a statewide technology plan, are all cited as areas in which growth has been slow.

The Management Committee, in consultation with Peat Marwick, developed a statement of future directions for Rhode Island libraries. The "Vision for the Future" reads

as follows:

The Vision for the Future **will build** on the unique position of libraries in Rhode Island, representing, as they do, the partnerships of state and local government and the public and private sectors; and **will strengthen** their roles as educator to Rhode Islanders from birth through their senior years, as assistant to business and industry in meeting the challenges of a changing economy, as meeting places for many cultures that make up Rhode Island's past and present, as provider of information to government officials and the citizens that employ them for use in their everyday decision making.

. Rhode Island's libraries work effectively in their communities--cities and towns, colleges and universities, schools, institutions, businesses--to ascertain and fulfill local library and information needs.

. A comprehensive statewide library network ties all of the state's libraries together in a common effort to make each library as effective as possible and ultimately meet the library and information needs of every Rhode Islander.

. A strong and dynamic state library agency working in concert with all libraries, oversees the library network and provides the leadership and direction that constantly strives to strengthen Rhode Island libraries.

With its emphasis on a strong library agency and comprehensive statewide network of libraries, the report developed the following "priority issues and concerns:"

- Strong and efficient state library resources
- Direction and leadership for the state library agency
- Proactive state leadership
- Adequate support from public funds
- Needs of local communities and children and young adults

- Changing technology
- Statewide planning and coordination
- Governance and accountability
- Professional development
- Communication

Based on this list of concerns, the Management Committee developed a mission and related goals for each of the following areas: governance, funding, networking, and the development and strengthening of the Department of State Library Services. (A statement of these goals and their attendant mission may be found on page 12 of the Final Report.)

As a result of this statement of mission and goals, the Committee, with the help of Peat Marwick, developed strategies for future library development in Rhode Island. It is these strategies, developed after three years of considerable review and study, which will build on the strengths of Rhode Island's past to "maximize return on investments the state has made in library development, strengthen governance and accountability, and present opportunities for future success." (The Final Report, page 13).

The next step for the Rhode Island Library Study is a big one, and involves all those, librarians and citizens, active in libraries. The Management Committee has made available a copy of the Rhode Island Library Study, Final Report: Strategic Plan for Library Services, in every public library. A summary brochure of its findings is also available. For more information about these reports and the Study itself, contact:

Rhode Island Department of State
Library Services
300 Richmond Street
Providence, RI 02903
(401) 277-2726

Those interested in the future of the report and its findings should be aware that DSLS has devised a response to its recommendations, in which it envisions future changes in the library community. The RILA Bulletin looks forward to printing a copy of this statement in the November issue. There also will be public meetings open for the discussion of the report, its findings, and how they relate to the library community.

Meetings will be held in Woonsocket, DSLS, and URI, dates to be announced. In addition, a panel/forum program is planned for the RILA Conference, at which time, "input" from the library community is strongly encouraged.

At the conclusion of this first public presentation of the Final Report, Dr. Futas reminded the audience of over fifty interested persons, that recommendations emanating from the study will affect the library community for a ten-year period, and that the next step, involving us all, is "implementation," perhaps the most difficult step of the whole procedure, representing "change, which is never easy."

Readers of the Bulletin are urged to contact a member of the staff if they find difficulty in finding a copy of the report or information about it. Feel free to use the Bulletin as a forum for questions or comments you may have.

people

SHARON GIOVENALE, former Health Sciences Librarian at the University of Rhode Island, is now Director of the Pharmacy Library and Learning Center at the University of Connecticut.

JANICE SIEBURTH, Head Librarian at the Pell Library of the University of Rhode Island Graduate School of Oceanography, is the author of Online Search Services in the Academic Library, recently published by the American Library Association.

CONNIE ROE recently was appointed Library Director at the Greene Public Library in Coventry.

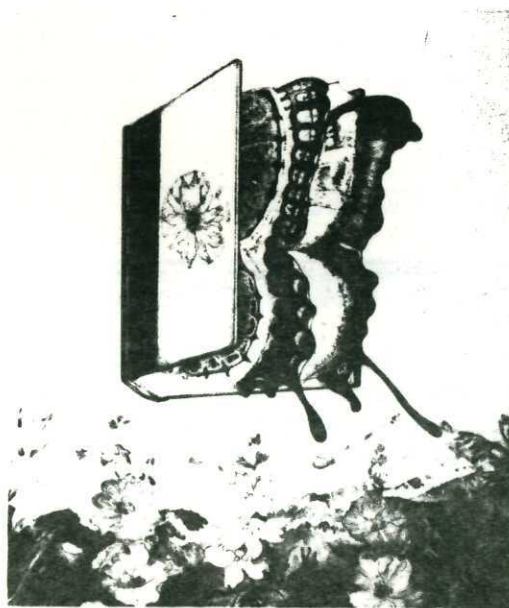
AMY JOHNSEN-HARRIS has left the Providence Public Library to accept a one year appointment as Librarian for Ponagansett High School. She is replacing **PATTI FOLSOM** who has started a one year leave of absence.

MELODY ALLEN, Supervisor of Young Reader's Services, DSLS, and **PEG BIERDEN**, Children's Librarian, North Providence Union Free Library, presented a discussion group on "Taking Care of Yourself: Survival Skills for Latchkey Children," at the New England Roundtable of Children's Librarians' Annual Book Discussion Day, October 7, at the Windsor Public Library, Windsor, CT.

ALICIA WATERS, a librarian with the Regional Library for the Blind and Physically Handicapped and a resident of East Providence, has won a "scholarship" to attend the annual NELA Conference.

Apologies to **ANN CRAWFORD**, whose first name is spelled without a final "e." Ann is RILA's Member-at-large, and a member of the Salary Survey Committee.

AMY LYNN KATS has been appointed Reference Librarian effective September 1, 1988, at the Providence Public Library. Amy received her MLS degree from Emporia State University, Emporia, Kansas. She comes from Bethany College in West Virginia where she worked as a reference librarian.



UPON A BOOK

BOOK WEEK · NOVEMBER 14-20, 1988

Full-color, 17" x 22", WISH UPON A BOOK older reader posters by Jerry Pinkney with the theme in either English or Spanish for National Children's Book Week, November 14-20, 1988, sponsored by the Children's Book Council. For an illustrated Book Week brochure that includes prices and ordering information, send a first-class-stamped, self-addressed, #10 envelope to Children's Book Council, 67 Irving Place, P. O. Box 706, New York, NY 10276-0706, attention: Book Week Brochure.

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Offering abstracts for some 25,000 articles per year, of especial use for school, public, and college library audiences, *Readers' Guide Abstracts Print Edition* provides special assistance by making easily available thorough summaries of articles over the broad range of *Readers' Guide* coverage. *RGA Print Edition* is:

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■ **Sample signatures available upon request.**

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in Canada call collect 212-588-8400.



The H.W. Wilson Company
950 University Avenue, Bronx, New York 10452

CAPITAL PUNISHMENT

Caught between two states. T. Jacoby. *Newsweek* 111:67 My 2 '88

The U.S. Supreme Court has agreed to hear the appeal of Mississippi death row inmate Samuel Bice Johnson, who is contesting the legal arguments that led to his death sentence. In securing the death penalty, the prosecutor needed to show that "aggravating" circumstances in the case justified capital punishment. The crux of his argument rested on Johnson's prior assault conviction in New York, but after his Mississippi conviction Johnson reopened the New York case and his assault conviction was voided.

CHILDREN OF ALCOHOLICS

Breaking the bond of silence. D. Chu and B. Johnson. *il People Weekly* 29:100-10 Ap 18 '88

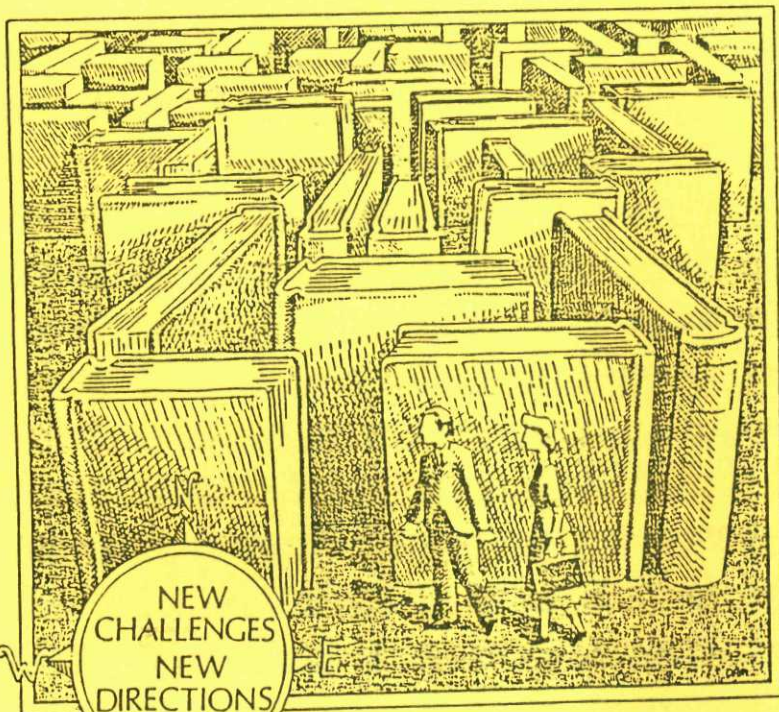
A cover story on the problems that face the children of alcoholic parents features profiles of four celebrities with alcoholic fathers; a report on Children Are People, a St. Paul, Minnesota, counseling and support organization for the children of alcoholics; and an interview with Dr. Timmen Cermak, co-director of the Genesis psychotherapy center in San Francisco, co-founder of the National Association of Children of Alcoholics.

COMPUTER CONSULTANTS

A market is born out of computer confusion.

C. Brown. *il Business Week* p124-5 Ap 25 '88
"Systems integration," or the use by companies of outside suppliers to design, install, and troubleshoot their computer systems, is a booming business. Some 20 competitors, including IBM and Electronic Data Systems, have entered the \$1.4 billion market, attracted by industry growth projections of 26 percent through the early 1990s. Systems integration is a risky business plagued by cost overruns, but supporters believe that the growing reliance of U.S. corporations on complex computer systems will ensure its success. The demand for systems integration has been boosted by the flurry of mergers and joint ventures, since these deals often involve incompatible computer systems.

IS



NEW
CHALLENGES
NEW
DIRECTIONS

RILA CONFERENCE 1988
PROVIDENCE MARRIOTT
NOVEMBER 13-14-15

AS OTHERS SEE US: IMPRESSION MANAGEMENT

JOAN ANDERSON, President
IMPACT, Inc.

Image enrichment and personal
growth specialist

Sunday, November 13th
2:00-5:00 p.m.

A PREVIEW OF THE 1988 RILA CONFERENCE

SUNDAY, NOVEMBER 13

2:00 - 5:00 p.m.

AS OTHERS SEE US: IMPRESSION MANAGEMENT

--Speaker: Joan Anderson, President, IMPACT, Inc., Cranston, RI

We have 60 seconds to make a good first impression. By learning and implementing specific professional image skills and strategies, employees will build confidence and credibility in themselves and their agency, thus increasing productivity.

MONDAY, NOVEMBER 14

8:00 - 9:00 a.m.

REGISTRATION -- Coffee and Danish

9:00 - 10:15 a.m.

ARE-CHIVES: THE FUTURE FROM THE PAST

--Panel: David C. Maslyn, University Library, URI, Kingston; Phyllis M. Silva, State Archives, Providence; Albin W. Wagner, Records Center, Providence; Kathleen S. Connell, Secretary of State's Office, Providence

The panel will discuss the historical development of the State Archives, with emphasis on the last ten years, the development of the parallel Public Records Administration Program and the current NHPRC grant funded program to establish a State Archives Program.

9:00 - 10:15 a.m.

FLIPPING FOR DANIEL ASA ROSE

--Speaker: Daniel Asa Rose, Novelist, Short Story Writer, Rehoboth, MA

The author will read from his works and talk about the creative process.

9:00 - 10:15 a.m.

THE CAREER GAME: OCCUPATIONAL INFORMATION IN LIBRARIES

--Speaker: Henry S. Woodbridge, Executive Director, Workforce 2000 Council

--Panel: Academic, Public and School Librarians Workforce 2000, Rhode Island's initiative to deal with a changing workforce and how libraries meet the need for occupational information will be discussed.

9:00 - 10:15 a.m.

LIBRARIES AND THE LATCHKEY CHILD

--Panel: Northern Region Children's Librarians

The panel will summarize the ALA's findings on latchkey children and address the questions "Are latchkey kids a concern in your library? Might they become one?" Possible written policies will be explored.

10:30 - 11:45 a.m.

THE LIBRARIAN AS AUTHOR

--Speaker: Kathy O'Dean, Lower School Librarian, Moses Brown, Providence

Kathy O'Dean, author of High Steppers, Fallen Angels, and Lollipop: Wall Street Slang and librarian, will talk about which came first and how to make the transition from one to the other.

10:30 - 11:45 a.m.

PROFESSIONAL SALARIES: THE CONNECTICUT EXPERIENCE

--Speaker: Susan Bullock, President, Connecticut Library Association, Librarian, Meriden Public Library
A Connecticut salary survey and the campaign that led to significant salary increases for librarians will be discussed.

MONDAY, NOVEMBER 14, continued...

10:30 - 11:45 a.m.

OUT HERE IN THE FIELDS: RURAL LIBRARIES

--Speaker: Bernard Vavrek, Coordinator, Center for the Study of Rural Librarianship, Clarion University, Pennsylvania

National trends in rural library services and the experiences of the Center for the Study of Rural Librarianship will be used to highlight opportunities for librarians in rural areas.

10:30 11:45 a.m.

NOT IN MY LIBRARY!

--Speaker: Bill Ott, Editor, Booklist Magazine
Join Bill Ott for an informative and interesting discussion to learn what determines the materials that end up on your library's shelves.

12:00 - 1:00 p.m.

GRAND OPENING OF EXHIBITS!!!!!!

Come and visit the exhibitors and take part in any of these special events: wine and cheese. book signing, George Blanchard Lifetime Achievement Award.

1:00 - 1:45 p.m.

LUNCHEON BUFFET

--Speaker: Bill Summers, American Library Association
Enjoy lunch with you colleagues or just stop in to hear Bill Summers (Speech begins at 1:45). The Trustee of the Year Award will also be presented.

2:45 - 3:30 p.m.

EXCLUSIVE EXHIBIT TIME

2:45 - 3:30 p.m.

OCLC MINI-PROGRAM

See the latest in OCLC products and services.

3:30 - 4:45 p.m.

YOUR GOVERNMENT BOOKSTORE: BUYING UNCLE SAM'S BESTSELLERS

--Speaker: Roberta Crowley, Manager, U.S. Government Bookstore, Boston, MA

Learn about a convenient but little known service of the GPO and how to use the GPO Bookstore for maximum benefit.

3:30 - 4:45 p.m.

NUTS AND BOLTS OF ELECTRONIC REFERENCE

--Speaker: Margaret Otto, Dartmouth College Library, NH
Now that you have made the online or CD-ROM decision, what do you do? Policymaking in the electronic library.

3:30 - 4:45 p.m.

SELLING THE LIBRARY: MARKETING FOR RELEVANCE

--Speaker: Laurence S. Morrison, President, Laurence S. Morrison Company, Inc., Sturbridge, MA

Learn to use strong management and proactive marketing to shape the future of libraries.

3:30 - 4:45 p.m.

ISSUES IN ADOLESCENT SEXUALITY

--Speaker: To be announced
AIDS, abortion, contraception, rape, incest - How can librarians meet the information needs of teenagers?

4:00 - 5:00 p.m.

INFORMATION POWER: NEW GUIDELINES FOR SCHOOL MEDIA PROGRAMS

--Panel: Susan Bryan, Warwick Veterans Memorial High School; Harriet LaPointe, Coelho Middle School, South Attleboro, MA

Prepare yourself for implementation of the new guidelines and develop strategies to forge a partnership among teachers, librarians, and administrators.

4:45 - 5:45 p.m.

RE-ACCREDITATION PARTY! Sponsored by URI GSLIS

TUESDAY, NOVEMBER 15

- 8:00 - 9:00 a.m. **REGISTRATION**
- 8:00 - 12:00 p.m. **EXHIBITS**
You can help RILA keep our exhibitors happy and attract future exhibitors by filling the exhibit area. That's good for you and good for RILA.
- 8:30 - 10:00 a.m. **CONTINENTAL BREAKFAST**
- 9:00 - 10:00 a.m. **RILA BUSINESS MEETING**
- 10:30 - 11:45 a.m. **THE ROLE OF INFORMATION IN GOVERNMENT PLANNING**
--Speaker: Lee W. Munnich, Jr., Assistant Commissioner, Policy Analysis Office, Minnesota Department of Trade and Economic Development
A discussion of the importance of special libraries to governmental agencies.
- 10:30 - 11:45 a.m. **REACTING TO THE "RHODE ISLAND LIBRARY STUDY"**
Jonathan Tryon, past President of RILA, will moderate a reactor panel of librarians who will give their perspectives on the recently released findings of the DSLS study.
- 10:30 - 11:45 a.m. **VALUE OF THE INFORMATION PROFESSIONAL**
--Speaker: James Matarazzo, Simmons College, GSLIS
How can librarians prove their worth or value? Professor Matarazzo's experience on SLA's Task Force on the Value of the Information Professional can help.
- 12:00 - 1:15 p.m. **USER CENTERED COLLECTION DEVELOPMENT**
--Speakers: Laura Kahkonen and Betsy Wilkens, Windsor Public Library, Windsor, CT
The speakers will discuss their experience using shelf lists, circulation, acquisitions, and ILL to create a collection development plan which recommends purchasing and weeding patterns based on use.
- 12:00 - 1:15 p.m. **WHITHER CONTINUING EDUCATION?**
--Panel: Patricia E. Jensen, URI GSLIS; Elizabeth Futas, Director, URI GSLIS
Join the panel for a discussion of their efforts to effectively target the information needs of the Rhode Island library community.
- 12:00 - 1:15 p.m. **BIBLIOGRAPHIC INSTRUCTION: A NEW APPROACH**
A panel of academic librarians will speak of dealing with collaborative learning issues in bibliographic instruction.
- 12:00 - 1:15 p.m. **PARLEZ VOUS LC? SPRECHEN SIE DEWEY?**
--Panel: Dena Janson, Adams Library, RIC; Gretchen Yealy, Brown University
The panel will discuss the benefits, opportunities, rewards and realities of international job exchange from their own perspectives.

1:15 - 2:30 p.m.

BOX LUNCHEON

2:30 - 5:00 p.m.

1988 RILA CONFERENCE TOUR

Once again, RILA members can board the Trolley Car for an informative and entertaining tour of some of the area's landmark libraries. The Providence Athenaeum will be one of this year's stops, followed by a reception in the downstairs reading room.

Junior Members Round Table
and
the Intellectual Freedom Committee
of
the Rhode Island Library Association

present:

Not in MY Library

a discussion of publishing practices
and censorship.

with:

Bill Ott

Booklist
managing editor/adult book editor

at the
Rhode Island Library Association
Annual Conference

Monday, November 14, 1988
10:30 A.M.

Providence Marriott - Republic Room

"bring your questions"

for conference registration information contact:

Mary Ann Galda
27 South Street
Cranston, RI 02920
946-4039

RHODE ISLAND LIBRARY ASSOCIATION
ANNUAL CONFERENCE
NOVEMBER 13, 14, and 15, 1988
PROVIDENCE MARRIOTT, PROVIDENCE, RI

*** ADVANCE REGISTRATION FORM ***

Name: _____

Library/School: _____ Title: _____

Address: _____ Phone: _____

_____ Zip Code: _____

_____ **SUNDAY**, The **IMAGE ENRICHMENT PROGRAM** \$5.00

_____ **MONDAY AND TUESDAY**, includes all meetings, programs and exhibits.
RILA Member, \$30 Non-Member, \$40 Student, \$10

_____ **MONDAY ONLY**, November 14th.
RILA Member, \$20 Non-Member, \$25 Student, \$7

_____ **TUESDAY ONLY**, November 15th.
RILA Member, \$20 Non-Member, \$25 Student, \$7

* Exhibits only -- No Charge *

** Members of other state library organizations pay at member rates **

MEAL REGISTRATION

_____ **MONDAY**, November 14th -- \$12.00 Cold Buffet Luncheon

_____ **TUESDAY**, November 15th -- \$ 6.00 Continental Breakfast

_____ **TUESDAY**, November 15th -- \$ 7.50 Box Luncheon

OTHER ACTIVITIES

--**MONDAY**, November 14th - **President's Speaker - Bill Summers of ALA** (No Charge for Speaker Only)

--**TUESDAY**, November 15th AM - **RILA Business Meeting** (No Charge for Meeting Only)

--**TUESDAY**, November 15th PM - Tour of the **Anthenaeum** and **Providence Public Library**
Via Trolley (No Charge)

--If you will require an interpreter for the deaf, please inform us of the programs you wish to attend by **November 1, 1988**.--

**** PLEASE MAKE ALL CHECKS PAYABLE TO R.I. LIBRARY ASSOCIATION ****

Save Money by: (1) **Preregistration before November 7, 1988.**

Registration at the door will cost \$5.00 more

(2) Join RILA and attend at member rates.

(3) Institutional members may send one non-RILA member at member rates for every \$10.00 paid in institutional dues.

MAIL TO: Ms. Mary-Ann Golda, 27 South Street , Cranston, RI 02920

**** NO REFUNDS ****

bulletin board

- The 1988 edition of A Guide to Special Collection in Rhode Island is now available from the Rhode Island Chapter of The Special Libraries Association at a cost of \$2.00. Checks payable to "Rhode Island Chapter, Special Libraries Association" should be sent to the Chapter, P. O. Box 641, Portsmouth, Rhode Island 02871.

- A vote for Bond Referendum #4 on this year's general election will insure a much needed expansion of the University of Rhode Island's Library. The proposed \$13.5 million expansion plan will add 89,000 square feet to include 465 new study seats, ten new study areas, thirty private faculty carrels, expanded book stack space, and additions to the media room and special collections area. Librarians and all friends of libraries are urged to vote "YES."

- The American Library Association's poster commemorating "1989 - The Year of the Young Reader," the artist for which is Rhode Island's own Chris Van Allsburg, is now available. The 30"x20" full color poster is \$6 from ALA Graphics, 50 East Huron Street, Chicago, IL 06011 (312-944-6780).

- Time isn't running out to take part in the Providence Public Library's Great 1988 Balloon Game. To accommodate those summer vacationers, the deadline has just been extended until November 19th so hurry down to the Library and take a peek at the newly renovated Atrium, place \$2 (or more) down and take a guess at how many balloons it would take to fill the Atrium area. If you are the correct guesser, you will win a trip for two to the Bahamas for eight days and seven nights--all expenses paid!

The contest, open to all residents of Rhode Island and the United States, is to assist with the \$9 million dollar renovation project currently in its third and final year.

An astrophysicist from Brown University calculated the number of balloons it would take to fill the Atrium area. This number was sealed in an envelope and placed in a bank vault at Bank of New England, Old Colony until the closing of the contest. With each guessing donation above \$3, a premium item will be given out all depicting David Macaulay artwork...

\$3 - Mini Balloon-on-a-Stick

- \$5 - Set of 4 bookplates for your personal books
- \$10 - Colorful mug
- \$25 - Uniquely designed & soft T-shirt
- \$50 - Durable Tote/Book Bag
- \$100 - 18"x24" black, red & white poster
- \$250 - same poster as above but with artist David Macaulay's signature
- \$500 - limited edition print signed by artist David Macaulay
- \$1000 - Champagne, Hot Air Balloon Ride!

Entry blanks are available at the Central Library, its eight branches, all Douglas Drug locations, all Almacs locations and by calling the Development/Public Relations Offices at 521-8703/521-8706.

calendar

November 9: Young Adult Round Table, "Special Collections Exhibit: Providence Waterfront," Rhode Island Historical Society, Aldrich House, 110 Benevolent Street, Providence, 9:30 AM.

November 14-20: Children's Book Week.

ATTENTION!

RILA members are reminded to return their ballots for RILA officers to the Nominating Chair no later than October 28, 1988

jobline

The Rhode Island Library Association has established a minimum recommended salary of \$20,000 for a full-time beginning librarian in 1988.

HEAD OF REFERENCE (L-IV): Providence Public Library. This is a management position with system-wide responsibility for the provision of reference and ILL services. The Head of Reference plans, develops, manages and evaluates all aspects of reference at the Providence Public Library; provides leadership and supervision to a large staff of professional librarians, including hiring, training and performance evaluation; represents the library to outside agencies and other libraries, and on professional committees; works with branch librarians and other management staff to develop and evaluate reference service at branches. The Head of Reference has a strong role in the ongoing development of public service policies and procedures. He or she must take an active part in the planning process and is expected to play a leadership role in implementing organizational goals and objectives. The Providence Public Library is a public reference library open to all citizens of Rhode Island. We have collections in excess of 600,000 items and a staff of about 145. Reference services are provided through a central reference department staffed by both generalists and subject specialists. Required: ALA accredited MLS; 5-8 years of progressively responsible experience as a professional librarian, including extensive reference experience in a comparable library; line supervisory experience; demonstrable knowledge of and competence with current library technology as it relates to reference and ILL; demonstrated leadership ability. Preferred: Administrative or management experience in a large public or academic library; line supervision of professional librarians. Salary range: \$27,367-\$34,206. Deadline for applications - October 30, 1988. Apply to Dan Austin, Personnel Officer, Providence Public Library, 150 Empire Street, Providence, RI 02903. Telephone: (401) 521-8761. AN AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

SENIOR LIBRARIAN (SHARED RESOURCES) (L-2): Providence Public Library. This position has primary responsibility for the operation and development of the Library's Shared Resources function. As Principal Public Librarian, the Providence Public Library acts as the switching center for ILL in the state, operates a statewide materials delivery service and receives all ILL requests not filled at regional centers. Specific responsibilities include maintaining and monitoring the ILL system and coordinating the bibliographic searching required. This Senior Librarian is a line supervisor overseeing three clerical employees. As a Senior Librarian, this individual will participate in policy development and the ongoing development of procedures related to the provision of reference service. A substantial component of direct public service is included and as a Senior Librarian this individual will be expected to play a central role in handling those questions and/or problems which are particularly difficult, complex or otherwise require some degree of specialization or experience. Requirements: MLS; substantial (5 years) reference experience in a large public library required. Experience and/or demonstrable competence with interlibrary loan and clerical supervision preferred. Salary range: \$22,103-\$27,628. Applications accepted until position is filled. Apply to Dan Austin, Personnel Officer, Providence Public Library, 150 Empire Street, Providence, RI 02903. AN AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

CHILDREN'S LIBRARIAN: Looking for energetic and enthusiastic individual with leadership qualities responsible for programming, planning, publicity, reference, reader's advisory, collection development, outreach, staff supervision, and all services of Children's Department. (Complete job description available at library.) ALA/MLS and supervisory experience required. SALARY NEGOTIABLE. Four weeks vacation plus excellent benefits. Applications accepted until position filled. Send resume and three references to: Personnel Committee, Cumberland Public Library, 1464 Diamond Hill Road, Cumberland, RI 02864.


HEAD, CATALOG DEPARTMENT: Brown University Library. Responsible for planning, development of policies and procedures, maintaining quality control, and supervision of ten professional staff and twelve support staff. Brown University Library is implementing an on-line catalog and the Head, Catalog Department will play an active role in this process. Requirements: MLS degree from an ALA accredited library school; a minimum of four years cataloging experience, including some time in a supervisory position; extensive knowledge of AACR, MARC formats, LC cataloging practices and experience

with a bibliographic utility such as RLIN, OCLC or WLN; knowledge of a modern foreign language. Organizational, leadership and demonstrated interpersonal skills are highly desirable. Experience with an automated local system is desirable. Hiring range: \$31,900-\$39,900 based upon experience. To be assured of consideration, please send letter of application, resume and names of three references by November 30, 1988, to Geneva Ferrell, Personnel Office, Brown University, Providence, RI 02912. Brown University is an Equal Opportunity/Affirmative Action Employer.

HEAD SERIALS CATALOG LIBRARIAN: Brown University Library (MG781). Responsible for the serials cataloging unit and for the bibliographic control of serials. Reports to the Head, Serials Department. Requirements: MLS degree from an ALA accredited library school; two to four years' serials cataloging experience in a university or research library, preferably with some supervisory responsibility; reading knowledge of at least two European languages required and a working knowledge of a Slavic language desired; knowledge of AACR2, MARC tagging, LC cataloging practices and automated cataloging such as RLIN, OCLC or WLN. Hiring range: \$26,800-\$33,500 based upon experience. To be assured of consideration, please send letter of application (REFERENCE JOB#), resume and names of three references by October 30, 1988, to: Marilyn Fenton, Personnel Office, Box 1879, Brown University, Providence, RI 02912. An EEO/AA Employer

CURATOR OF BROADSIDES: John Hay Library, Brown University (MG783). Responsible for acquisition, organization and processing of historical and literary broadsides; for providing public service for broadside division; for cataloging of broadsides and selected 19th and 20th century rare books. Requirements: MLS degree from an ALA accredited library school; minimum of two years' experience with broadside materials including cataloging and public service; good writing skills. Preferred: advanced degree in history or literature; knowledge of one or more modern European languages, knowledge of AACR2, MARC tagging, LC cataloging practices, and automated cataloging such as RLIN, OCLC or WLN. Hiring range: \$26,800-\$33,500 based upon experience. To be assured of consideration, please send letter of application (REFERENCE JOB#), resume and names of three references by October 30, 1988, to: Marilyn Fenton, Personnel Office, Box 1879, Brown University, Providence, RI 02912. An EEO/AA Employer.

LIBRARIAN: Full time librarian position available in a central resource center in Providence with a specialized collection of religious education reference and audio-visual materials. Responsibilities include cataloging and maintenance of materials, frequent consultation with public and administration of loan-reserve system. Roman Catholic background helpful. Hours: Monday through Friday from 9:00 AM - 4:30 PM. Benefits offered: Medical (Blue Cross), vacation days, sick days. Please send resume with a list of three references to the Director, Office of Religious Education, 34 Fenner Street, Providence, RI 02903-3601.



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editor's notebook

While working in the Reference Department of the Pawtucket Public Library several years ago, I was circulating through the Reader's Guide area, shelving books and vertical file pamphlets and generally making myself accessible to patrons reluctant to approach the Reference desk. As is often the case in libraries, I was asked the question, "Do you work here?"

"Yes," I replied, "May I help you with something?"

"No," said the young man wearing a baseball cap and all of about twenty years old. "You just don't look like anybody who'd work here."

I laughed and said, "I don't know how to take that."

"You can take it as a compliment," he replied as we both laughed, and I moved along to the Magazine Index.

I've laughed about that incident many times to myself, and yet at the same time, I wonder anew at the fact that we librarians do possess an image for our patrons, one we hardly can identify. And I wonder, too, if there is any reality to the patron's picture of us, and yes, are we unable to "see ourselves as other see us"?

In one of his recent management problems presented in Library Journal, A. J. Anderson, one of my professors and friends at Simmons College, described a librarian as a "middle-aged woman with gray hair and a keen, intelligent face." Knowing Professor Anderson to be the most enlightened of persons and virtually incapable of stereotyping our profession, I found myself again amused but troubled at the image. (The incident in which the librarian found herself somewhat flustered was that of dealing with a young custodian, who wore "black leather jeans, a little knife dangling from one earlobe," and who displayed Penthouse pin-ups in his locker! Another stereotype?)

Thinking in terms of the librarian's image, on a recent visit to a local public library, a reference librarian rushed over to show me the drawing shown here. She was indignant over the suggestive quality of an I.L.L. slip, used to return books to another local library. (The names of both libraries have been deleted from our representation here.) Oddly enough, the drawing has a mixed image, since on the one hand, we see the glasses and the drawn-back hair of the stereotypical librarian, and on the other, a young woman in a mini-skirt with a slit up the front, hardly professional attire!

The last of my examples of librarians and their public images comes from no less than the New York Times. I am sure that I speak for the entire library community in welcoming Vartan Gregorian, presently Director of the New York Public Library, and recently confirmed President of Brown University, to Rhode Island.

In the Times article on Mr. Gregorian's appointment to Brown appeared this comment by Alfred Kazin, the outstanding literary critic and author of the "New York Jew," wherein the reading room of the NYPL was "immortalized," "He (Gregorian) has a great social gift, which most librarians don't have..."

This edition of "Editor's Notebook" began with incidents of physical stereotyping of librarians and has concluded with a suggestion of psychological stereotyping. In either case, we are dealing with what the profession can only hope are misconceptions of our image and personality.

The Bulletin asks you, is there any truth to the stereotypes? If not, what accounts for their proliferation? And, last, are we as librarians, simply overly sensitive to our publicly-perceived persons? We'd like to know!



LIBRARIANS TO SHARE INTERNATIONAL EXCHANGE EXPERIENCE
AT RILA CONFERENCE

by Molly McGetrick

Gretchen Yealy, a cataloger at Brown University, was shocked to find that the research library she was to work at in Bamberg, West Germany, had never had a card catalog--all the holdings were on microfiche. When she mentioned how strange this seemed, her Teutonic co-workers seemed equally bemused from their end that such a thing as a card catalog was actually in use!

And Dena Janson, cataloger at Rhode Island College, found that librarianship in the United Kingdom, as practiced at Lancashire Polytechnic, was "the same, yet different. Same rules, different emphasis and interpretation."

Both of these women participated in librarian exchanges between their institutions and academic institutions in Germany and England, respectively. They will be conducting a program at this year's RILA Conference called "See the World: International Librarianship and You," and they have valuable experiences to share.

At Brown, Gretchen found herself in the right place at the right time when the university was looking for a staff/faculty exchange with the University of Bamberg: "They asked around and I knew German." For Dena, who participated in an actual job and apartment swap, the opportunity didn't arrive with a knock at the door. Initially, her interest was aroused by an article in the ACRL Newsletter listing British institutions interested in exchanges. The exchange took a year and a half to arrange: "It took a lot of energy," Dena says. "After all, it wasn't just a change in jobs, it was a change in lifestyles."

IF YOU WANT TO HEAR MORE ABOUT THIS AND OTHER EXCHANGES, DON'T MISS THE RILA CONFERENCE.

Molly McGetrick is a cataloger at the Providence Public Library, and a member of the Conference Committee.

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