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Rhode Island Library Association Bulletin

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DECEMBER 1989

AN ASSESSMENT OF CONTINUING EDUCATION NEEDS: A FIRST REPORT by Patricia E. Jensen

As professionals we have the responsibility to broaden and grow beyond the mere acquisition of the professional degree by participating in a variety of continuing education activities and programs. Numerous opportunities are offered in Rhode Island, but often with little coordination or cooperation between the parties initiating the workshops or seminars. With a grant from the Department of State Library Services, a survey of the continuing education needs of those working in libraries, or connected with libraries, was undertaken by the co-principal investigators, Dr. Elizabeth Futas and Dr. Patricia Jensen of the Graduate School of Library and Information Studies at the University of Rhode Island.

THE PROCEDURE

The decision was made to bring the potential consumers together in focus groups rather than use the more traditional questionnaire. Thirty professionals from around the state were brought together in October for training by Suzanne H. Mahmoodi and Mary Wagner, developers of a nationally-recognized method of surveying a population through selected groups from that population. After a full day of training, the participants were formed into ten teams of three each. Each focus team was committed to leading two focus groups during the upcoming four months.

The composition of the focus groups was identified, and invitations were sent out to persons whose names appeared on various

membership lists or to library directors requesting their staffs' participation in one of the groups. Twenty focus interviews were scheduled: five for support staff; one for trustees and friends of the library; and fourteen for professional librarians - public, academic, school, and special. Nineteen of the twenty scheduled meetings were held; the twentieth had to be cancelled and could not be re-scheduled.

The three members of the focus team each played a distinct role in gathering information from the focus group participants: one led the discussion, one served as recorder, and one functioned as facilitator (moderator and timekeeper) within the structure of the methodology being used. Initially, the focus group was asked to name topics of interest for continuing education. Once a list of topics had been created, each participant indicated his/her personal priority for each topic, thus creating a prioritized list of continuing education topics. As part of this process, the group was given the opportunity to produce a list of specifics which could serve to define more clearly the scope of each broad topic previously named. Once the participants had completed their list of continuing education topics they were asked to think about the format of presentation for the top five priority topics. For each of the five, they indicated the formats (1) best liked, (2) least liked, and (3) that they would like to try. They were encouraged to be creative and open-ended in their

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suggestions.

The last two steps in the process involved the participants of the focus groups in thinking about incentives to encourage participation in continuing education programs and who should have the responsibility for providing continuing education programs and who should have the responsibility for providing continuing education within the state. To acquire information for the former category, participants were asked to respond to a list of twenty-four reasons for participating in continuing education, and to indicate which of the reasons are currently available and which, if available, would be incentives to participation in continuing education. Additionally, focus group participants were presented with a list of eleven ways attendance at continuing education programs may be recognized in the workplace and asked which means of recognition are important to the individual. And, finally, from a list of continuing education providers within the state, the participants indicated what opportunities are being offered currently by each provider and what should be the responsibility of each provider in the future.

Once each focus group meeting was completed, the recorder for the focus team reported the results of the meeting on forms provided each team. These were in turn submitted to the grant investigators for analysis. The data were studied and analyzed by the composition of the focus groups: professional librarians, support staff, and trustees and friends of the library. For each of the three identified populations, the data was divided into four categories: (1) working with others; (2) management; (3) new technology; and (4) technical and user services. The following summary of the analysis is so organized.

PRELIMINARY FINDINGS

Professional librarians

According to the priority scores established by the participants, certain topics appear to have the greatest weight in the category of "working together." Major emphasis was placed on staff relations which included such specifics as communication channels, interpersonal relations, conflict resolution and the art of compromise, and relations between professional and clerical staffs. Less interest was indicated on the topics of staff-patron

relations, supervisory skills, and teaching the use of the library. There were several topics under "management" which were given a high priority by the professionals. Publicity and the image of the library received the highest priority scores with a number of specifics: working with and defining the roles of administrators and/or boards; community support building; ideas for publicity, exhibits, and speaker series; dealing with the press and public; and targeting audiences. Budget management was a close second and included such items as budget allocation, coordinated purchasing, fund accounting, and financial planning. Personnel received almost equal priority with such specific topics as evaluation, training and management, motivation, professional development and reclassification of support staff, and dealing with employees whose skills don't match the job any longer. Grant writing, managerial skills, and facility planning were shown to have high priority among many of the professional participants. And, finally, in the category of "management," library law and legislation received a significant priority score. Of particular interest were copyright, liability, library board authority, and issues affecting employees' work compensation.

Several broad topics appear to be of high priority in the category of "new technology." Greatest emphasis was placed on database management. Specificity centered on availability, information about and evaluation of hardware and software vendors, and applications and utilization of databases. The topic microcomputers was a close second with such specifics as library applications, software and hardware evaluation, and relationship to the curriculum. Additionally, such specific topics as national trends, library applications, and applications to education kept being repeated as of major interest by the participants in this category of "new technology."

"Technical and user services" have a number of high priority topics. Services and programs had the highest weighting in this category with several specifics noted by a number of groups: special populations, needs analysis and surveys, evaluation, the unserved, and non-English speaking. Of almost equal importance was collection development and maintenance with analysis and evaluation, criteria and policies, weeding, and reviewing sources being of

particular interest. Reference service was a close third with such specifics as specialized sources, basic sources, and reference skills appearing frequently. Cataloging and preservation/conservation received several priority scores each. In cataloging, special interest was shown in non-book and advanced cataloging, authority control, and LC and other classification systems for technical staff. The greatest interest in the area of preservation/conservation were "how to" and techniques for doing.

Support staff

Two broad topics emerge under "working with others:" staff-patron relations and supervisory skills. Specifically under the former topic were the problem patron and problem children and parents with particular mention of "latchkey kids." Motivation was of high interest in supervisory skills along with supervision of students and/or pages and communication with subordinates. Two other specifics, brought up in two of the focus groups, received high priority scores: classification and job descriptions for support staff and staff relations between the professional and the non-professional. Computer literacy was the top priority for support staff in the category of "new technology." The only other topic to receive significant rank was how to use "our" computer.

In the category of "technical and user services," great emphasis was put upon reference service with mention of such specific topics as specialized sources, particularly business and legal, and indexes and abstracts. Cataloging received a high priority with special interest in basic cataloging, authority work, and subject headings. Services and programs for children and reading guidance for adults were the other topics in this category to be given a high rank of importance.

Trustees and friends

Publicity and the image of the library was the only topic to receive a significantly high priority among the participants in this focus group. Several specific items were indicated: publicizing the library; management techniques; targeting audiences; and working with administrators, particularly regarding role definition. Other topics mentioned by this group included funding, grant writing, facility planning, and CD-ROM.

Further results

Having analyzed the data using the four established categories, it became apparent that there were areas of significant interest that did not "fit," especially among the professional librarians who participated in the study. A category called "personal skills or needs" was created to provide for some of these other high priority items. Specifics here included (1) writing scholarly research and getting published, (2) stress management, (3) analytical skills, and (4) time management. Several other topics emerged but could not be easily categorized under a common heading. Career development and planning with such specifics as recruitment of new librarians, minority recruitment, and changing roles had very high scores. Another area of interest was national and international issues, particularly job exchanges and innovative structures. And, finally, ethics was mentioned a significant number of times by both professional librarians and support staff.

In studying the data acquired from the participants when asked about preferred formats of presentation for continuing education programs, no overwhelming preference emerged. The most frequently mentioned were presentations by expert practitioners, experiential workshops, role playing, peer group sharing, case studies, and demonstrations by experts. Analysis of formats by the topics to be offered also failed to show a pattern. For example, time management and management skills as a subject for a program appeared in each format category. The ideas for methods of presentation, however, have significance for future planning.

When asked "why participate" in continuing education, three reasons predominated: (1) sharing knowledge gained with other staff, (2) applying skills to the job, and (3) released time. In further exploration with the focus group participants on incentives for participating, a greater number of reasons surfaced. In addition to the above names, the following were noted frequently: (1) need to refine ideas, (2) need to learn and improve skills, (3) relevance to job, (4) need for peer sharing, (5) reputation of speaker, and (6) accessibility.

Directly related to "why participate" is the

recognition given in the workplace for such participation. Four major reasons emerged in response to the question, "What is currently available to you?": (1) opportunity to share knowledge, (2) released time, (3) expenses paid, and (4) application of skills to the job. Lastly, the question was asked, "What is important to you?" To this the participants responded: reimbursement, expenses paid, salary change or increase, and application of skills to the job.

SUMMARY

Analysis of the data must be further refined before any conclusions can be drawn. One aspect which must be analyzed is the results of the above areas of study when the data are divided by place of employment (public, academic, special, or school library) and by nature of the participant's job responsibility. When this analysis has been completed, it should be possible for the investigators to make recommendations for continued education programs for the library community as well as who should offer such programs.

Patricia Jensen is Assistant to the Director of the Graduate School of Library & Information Studies at the University of Rhode Island. Her report represents the first part of an extended analysis of the continuing education needs of library personnel in Rhode Island.

people

MELODY ALLEN, Supervisor of Young Readers' Services at DSLS, and **JOAN RESS REEVES**, Chair of the White House Conference on Libraries and Information Services Taskforce (WHCLIST) and former President of Rhode Island's Coalition of Library Advocates, recently attended a White House Reception celebrating the Year of the Young Reader. The reception was hosted by First Lady Barbara Bush, honorary chairperson of the Year of the Young Reader, and was held on November 15th, National Young Reader's Day. Melody also was invited to participate in a two-day symposium at the Library of Congress on "Learning Opportunities for Children Through Library Partnerships With Other Agencies," held November 15th and 16th.

GINNY BENSON, Director of the Tyler Free Library, and **JOHN FOX CORY**, Assistant Director of the Cranston Public Library, each

won prizes as the first librarians to cross the finish line at the Moosup Valley Road Race, a fund-raising event sponsored by the Tyler Free Library on October 21st.

NORMAN DESMARAIS, Acquisitions Librarian at Providence College, recently was named editor-in-chief of CD-ROM Librarian as of January 1990. He also is slated to be consulting editor for the new Journal of Religious and Theological Information, scheduled to appear in the Spring of 1991.

JOSEPH DOHERTY, Director of Providence College's Phillips Memorial Library, has announced his retirement effective December 31st.

FRANK IACONO, Supervisor, Reference and Information Services, and News Editor of the Bulletin finished the New York Marathon in four hours and seventeen minutes.

TIMOTHY SLAVIN has been appointed to the position of State Archivist. He comes to Rhode Island from Chicago where he served as Associate Archivist for the Archdiocese of Chicago. Tim holds a master's degree in American Studies from the University of Notre Dame and bachelors degree, also in American Studies, from Providence College.

bulletin board

- In response to the FBI Library Awareness program and requests by other law enforcement officers for confidential information about library patrons, the American Library Association's Intellectual Freedom Committee has developed "Guidelines for Coping With Law Enforcement Inquiries." Written primarily for library administrators, the guidelines provide a step-by-step procedure for responding to inquiries from law enforcement officers and coping with visits to the library by representatives of law enforcement agencies. The guidelines also reaffirm the library profession's ethical responsibility to maintain the confidentiality of information about library users. Forty-two states (including Rhode Island) and the District of Columbia have statutes protecting the confidentiality of library users. Copies of the guidelines are

available from the Office of Intellectual Freedom, American Library Association, 60 East Huron Street, Chicago, IL 60611.

- Providence Public Library recently established an Ella Fitzgerald Collection on compact disc thanks to a donation by a most generous patron. The collection includes Fitzgerald accompanied by various jazz greats on nearly thirty-five CDs and her recordings of the songbooks of Duke Ellington, Harold Arlen, George and Ira Gershwin, Cole Porter, Rodgers and Hart, Irving Berlin, and Jerome Kern. For more information about this collection, contact Margaret Chevian at 455-8088.

- Providence College recently became the first library in the country to begin ordering materials electronically from The Yankee Book Peddler.

- The people and events that made press freedoms possible and brought democracy into the modern age will be on display in a special exhibit entitled, "Revolution in Print: France, 1789" at the Providence Public Library, 225 Washington Street, beginning Sunday, December 10 through January 4, 1990.

A grand reception, co-sponsored by the Rhode Island Heritage Commission and the Alliance Francaise, is scheduled for Sunday, December 10 from 4-6 pm at the Central Library. The reception will include viewing of the exhibit, a special program highlighted by a French Revolution scholar, music by Melusine and a French cooling demonstration by Providence's own, Pot au Feu.

The five-panel exhibit, shown in the Barnard Room during regular Library hours, displays reproductions of 19th century engravings, pamphlets, newspapers, paper money, posters, songsheets, maps and Revolutionary playing cards, telling the story of the freeing of the printing press. Appropriate materials from the Library's own Special Collections will also be available for viewing.

Admission to the exhibit is free, and is sponsored by the American Library Association and the New York Public Library, and the National Endowment for the Humanities.

- The 13th edition of the Union List of Medical Journals in Rhode Island is available. The price is \$30.00 which includes the cost of

mailing. To purchase the new edition, please contact: Mary Ann Slocomb, ARIHSL Treasurer, Rhode Island Hospital, Peters Health Sciences Library, Eddy Street, Providence, RI 02902.

RHODE ISLAND LIBRARY ASSOCIATION EXECUTIVE BOARD

1990

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COMMITTEE CHAIRS

<u>Committee</u>	<u>Chair</u>	<u>Address/Phone No.</u>
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**RILA PERSONNEL COMMITTEE
STATISTICS REPORT TO THE 1989 ANNUAL MEETING**

We, the Personnel Committee, do not really support a stated minimum entry level salary. Our support lies in the comparison salaries as outlined in Resolutions 3, 4, and 7 (with added emphasis on Resolutions 5 and 6). The reported salaries of new Rhode Island MLS graduates (Library Journal 10/15/89 mean of \$22,913) exemplifies that our main area of concern needs to be that of the experienced librarians in our state. This is especially true in public libraries where the average number of years in the profession is 10.2, yet the overall state-wide mean salary of \$22,421 is less than those new graduates.

As a group it is past the time for going public with our need for better salaries. Keeping our low salaries a secret only helps the employers (in the short-run). Undoubtedly this is one of the factors explaining the decreasing number of graduates in our profession. Each of us needs to express the need for adequate salaries to the appropriate people we deal with, be they supervisors, directors, trustees, or government officials.

This year's summary statistics follows:

RHODE ISLAND STATE GOVERNMENT PROFESSIONAL LIBRARIAN SALARIES

(31 Total Positions)

HIGH - \$64,992 MEAN - \$29,789 MEDIAN - \$28,359 LOW - \$19,965

DATA FROM ACRL/NEC SALARY SURVEY 1988/89

Based on four Rhode Island academic institutions reporting (Bryant, RIC, RW, RISD)

AVERAGE - \$34,080 MEDIAN - \$33,250 BEGINNING - \$25,014

For comparison - all reporting institutions in New England AVERAGE - \$31,998

SUMMARY

Statistics compiled from data reported to DSLS in the Public Library Personnel Questionnaire 1990

Salaries as of July 1, 1989

<u>FULL TIME</u>	<u>Low</u>	<u>Mean (FTE*)</u>	<u>High</u>	<u>Years In Profession</u>	<u>Years in Library</u>
DIRECTORS (29**)	\$18,000	\$32,004	\$55,512	17.3	10.3
ASST. DIRECTORS (21)	17,899	24,568	43,726	10.8	9.1
BRANCH LIBRARIANS (14)	21,329	26,391	35,107	9.9	17.2
SENIOR LIBRARIANS (22)	19,393	22,505	33,599	8.0	7.2
STAFF LIBRARIANS (67)	15,304	21,658	31,020	9.0	6.5
<u>PART TIME (Hourly)</u>					
DIRECTORS (11)	8.08	9.97 (\$18,145)	12.25	10.4	8.2
#hours per week	18	20.7	30		
SR. LIBRARIANS (4) ***	10.00	11.70 (\$21,294)	16.52	20	15
#hours per week	12	20	35		
STAFF LIBRARIANS (48)****	5.50	9.14 (\$16,635)	15.00	7.6	5.3
#hours per week	10	16	30		
<u>COMBINED FULL TIME AND PART TIME USING FTE FIGURES</u>					
DIRECTORS (40)	14,706	28,193	55,512	15.4	9.7
ALL OTHERS (176)	10,010	21,109	43,726	9.1	7.6

COMBINED POSITIONS (216) Mean \$22,421

*Hourly schedules standardized to full-time annual salary by multiplying hourly rate by 1820 (35 hr/wk x 52 wks/yr).

**One position vacant.

***Only (1) from library with a part-time director and (1) full-time September-June only.

****Only (4) from libraries with part-time directors and (2) who are Branch Librarians.

RHODE ISLAND SCHOOL TEACHERS: Mean Step 1 \$19,616

Mean Step 10 36,283

Vast majority of teachers in Rhode Island on step 10.

LIBRARY JOURNAL PLACEMENT OF NEW
MLS GRADUATES (15 Rhode Island)

Low \$17,200 Median \$21,800 Mean \$22,913 High \$32,500

NOTE: The Rhode Island school reporting has not yet been completed to this committee. Copies of all supporting documentation will be forwarded to each public library, academic library, and DSLS. If it is not convenient for you to obtain these from one of the above locations, feel free to contact any of the committee members.

COMMITTEE MEMBERS: Ann Crawford, Chair; Margaret J. Keefe, Kendall F. Svengalis, Fay Zipkowitz, and Elizabeth M. Bishop.

TEMPORARY/PART-TIME LIBRARIANS

During 1989, the Bulletin established a "hotline" which matched those librarians interested in part-time or temporary assignments in libraries with those libraries in need of such skilled help.

We have discovered that there is a definite need for such a "hotline," and have received numerous inquiries, both from applicants and employers. Therefore, we are asking all those interested in registering with the "hotline" to fill out the following form. In order to update our files, we are asking everyone to register, even if you may have used this service previously.

All librarians interested in having their names referred to those needing part-time/temporary employees should complete the form below and send it to:

Pam Stoddard
Government Publications Office
University of Rhode Island Library
Kingston, Rhode Island 02881

When filling out the form be as specific or broad as fits your need. Pam will contact individuals if she is unclear about your statement. If you have any questions please call her at 792-2606. Feel free to include a resume, but be sure to complete this form.

TEMPORARY/PART-TIME LIBRARIAN

NAME _____ DATE _____

TELEPHONE _____

PREFERRED WORK SITUATION

Region(s) (i.e. Providence, Island, Northern, Western, Southern, etc.)

Time(s) (i.e. days, evenings, weekends, weekly, monthly, etc.)

Institution (i.e. academic, public, school, special, etc.)

Dates

AREAS OF EXPERIENCE (Reference, Circulation, Children's Services, Acquisitions, Cataloging, etc.)

AREAS OF EXPERTISE (Certifications, language fluency, knowledge of automated systems, storytelling, etc.)

RILA PERSONNEL COMMITTEE SALARY RESOLUTION FOR 1990

Editorial Note: The following resolution was approved by the RILA membership at its Conference on November 6, 1989.

WHEREAS, librarianship requires a Bachelor's Degree and a Masters Degree in Library Science;

WHEREAS, librarians should be paid an annual salary commensurate with the unique and valuable services they provide to their public and to their communities;

AND WHEREAS, all librarians should be concerned about the salary disparity across different library settings;

THEREFORE, be it resolved that the Rhode Island Library Association recommends:

.that the State of Rhode Island be encouraged to pursue its pay equity salary survey so that all professional librarians would be paid a salary commensurate with their training and level of responsibility;

.that all municipalities be encouraged to complete pay equity salary surveys;

.parity with the academic setting, with librarians being paid on par with 12 month faculty commensurate with length of service;

.parity between the public library professional staff and the local public school, using the teacher salary schedule, with masters degree increment, and with 1/6 additional pay for 12 month employment;

.length of service in the profession should be recognized with appropriate increments in pay;

.additional increments should be considered to compensate for administrative and supervisory duties;

.entry level salaries for professional librarians in state government should be at a minimum pay grade of 820 or equivalent;

.and that as of July 1, 1990, an entry level professional librarian's annual rate of pay be a minimum of \$23,750 (for those compensated on a part-time hourly rate this translates to \$13.00);

Be it further resolved that a summary of this newly approved salary resolution, with reference to the RILA Bulletin issue with the fully published text, be appended to each RILA Jobline.

RILA HOLDS FALL BUSINESS MEETING

RILA held its Fall Business Meeting on Monday afternoon, November 6, as part of its one-day Conference at the Ray Conference Center of the Butler Hospital. Outgoing President Douglas Pearce presided. He was joined at the speaker's table by Carol DiPrete, incoming President; Judith Bell, treasurer; and Stephen Thompson, incoming secretary.

After the Call to Order, President Pearce called upon Elizabeth Johnson, Chair of the Intellectual Freedom Committee. She presented a copy of the Third Edition of the IFC Handbook to the Association. This newly-revised edition of the Handbook is dedicated to Bill Bergeron, who was Chair and member of the Committee for many years. Accepting the dedication was Fran Farrell-Bergeron, who spoke briefly but movingly, about Bill's dedication to issues of intellectual freedom.

After adoption of the Minutes of the 1988 Business Meeting, matters relating to RILA's 1989 business ensued. Following are some highlights of the agenda:

(1) Judith Bell presented the Treasurer's report. She reported RILA assets of \$11,994.90, and a proposed budget for 1990 of \$26,400. In answer to questions, she reminded the Association that revenue from the one-day Conference yet remains to be tallied; Board members also asserted that the 1990 Budget is a realistic one. Judy also declared that the Budget in no way reflects the real cost of the organization, as hours of time are spent by Committee members and chairs and that many libraries and individuals "pick up" RILA activity costs.

(2) Ann Crawford presented the Salary Resolution for 1990, which raises the minimum entry salary to \$23,750, effective July 1, 1990. (The full text of the Resolution appears on page 9.) She also presented the Committee's "Statistics Report" which summarizes salary and related benefits information from academic and public libraries. (Full report on page 7.)

(3) Conference Chair, Sonita Cummings, announced the new Board members. John Fox Cory, Cranston Public Library, becomes Vice-President, President-Elect; Stephen Thompson, Brown University, becomes Secre-

tary; and Eileen Socha, William Hail Library, Warren, was re-elected as Member at-large.

(4) Joan Ress Reeves, National Chairperson of WHCLIST addressed the association briefly on preliminary planning for the Conference, to be held July 9-13, 1991. Stating that the Conference is "not an event, but a process," she noted the need for RILA participation in planning for the state's Governor's Conference which will be held in the spring of 1991.

(5) Carol Terry, RISD, presented a motion requesting RILA support for an increase in state-funding for state-supported institutions of higher learning. The motion passed unanimously and without discussion.

(6) After passing the gavel to incoming President, Carol DiPrete, Doug Pearce, outgoing RILA President, described some of the solid achievements of RILA in 1989. He cited the passing of the library legislation bill which involved the dedicated efforts of a number of library personnel, the sound financial position of the Association, the preliminary planning for a new kind of conference in 1990, accomplished simultaneously with planning for the one-day conference in 1989, the publication of the revised IFC Handbook, increased public relations activity, seen in more visible press releases and ads, and the high quality of the Bulletin, which has made it "the best state library association publication in New England."

Doug thanked all Committee Chairs for their efforts toward these accomplishments in 1989, and urged increased participation in RILA activities by its members.

(7) Incoming President, Carol DiPrete, followed his remarks by highlighting RILA emphases for 1990. Legislation will continue to be important, as work begins toward the passage of the library governance bill, which was not successful in 1989. She reiterated Joan Ress Reeves' plea for support of WHCLIST planning and conferences, and stressed the importance of Executive Board involvement toward these activities. She commended the Bulletin for its continuing efforts to communicate library issues to the membership.

She also established two new objectives for

Letter to the Editor

1990: a concentration by the Personnel Committee and others on the shortage of librarians, and the need for a revised Policy Manual. She also identified the changing character of the Annual Conference, which will be held for the first time, without vendors, on June 7-8 at Salve Regina College in Newport. RILA members should be aware that for the first time, the Conference will be held on a Thursday and Friday, which might facilitate a long weekend in Newport for those who wished to plan their summers with that in mind!

On this positive note, President Pearce adjourned this session of the Annual Conference, with thanks to Carol Drought, Conference Chair, for a successful program.

This report of the Annual Business Meeting is based on notes taken by Judith Paster, Managing Editor, RILA Bulletin.

* * * * *

calendar

DECEMBER 15: RHILINET Committee Meeting, Cranston Public Library, 2PM.

1990: Year of the Trustee.

JANUARY 6-11: ALA Midwinter Meeting, Chicago, Illinois.

JANUARY 12: Intergenerational Literacy Conference, Gaige Hall, Rhode Island College.

JANUARY 19: RHILINET Committee Meeting, Cranston Public Library, 2PM.

APRIL 22-28: National Library Week. "Reach for a Star, Ask a Librarian."

jobline

PUBLIC SERVICES LIBRARIAN: Under general direction of the Director of Libraries, plans and provides reference desk services, online searches, and circulation activities. Also included are supervisory responsibilities and reference collection development. Qualifications are: innovative individual with effective oral and written communication skills, ALA-accredited MLS, strong background, database searching experience, working knowledge of microcomputers and networks. Integration of new technology into library services is a major goal of the library. Send resume and list of references to Irene M. Lathrop, Director of Libraries, Rhode Island Hospital, 593 Eddy Street, Providence, RI 02903.

Dear Judith,

I have just read with great interest and enjoyment your interview with Carol Tatian in the October 1989 RILA Bulletin. The Orwig Music Library is a very functional and attractive renovation (every library patron should have access to the Herman Miller Equa chairs - they are wonderful!) and Carol is indeed a "mover and shaker" and a valued professional colleague.

Your comments on music librarianship were of particular interest to those of us at the Providence Public Library who practice this specialty in the larger context of an integrated Reference Services Department. Margaret Chevan, Barbara Cook and I share a combined total of nearly fifty years of experience and fully agree with you about the unique aspects of music librarianship: the special vocabulary complexity of listings for classical compositions, the ability to read music, combined with knowledge of a broad range of music types.

We feel the same pride and excitement in music librarianship that Carol explains so well and give in-depth service in a broad spectrum of music related topics to a broad span of patrons. Some of this help is frankly recreational; we also help local actors and staff locate appropriate music for theatrical productions, furnish musical images for student films and commercials, identify and locate scores for local musicians, work with students on term papers and "name that tune" from pop to opera to folk. In addition to books and periodicals appropriate to a public library, our collections include music scores, compact discs and long-playing records.

New England music librarians are currently developing a program which would make member expertise available to non-music librarians working with music materials, and I would be happy to hear from anyone with needs or questions in this area.

Music Librarianship is a wonderful part of our profession. In Rhode Island we are fortunate to have Carol and the Orwig Music Library to give the field such fine public exposure.

Sincerely yours,

Susan R. Waddington
Principal Reference Librarian

editor's notebook

At the Fall Business Meeting, I was both pleased and a little embarrassed to receive extensive commendations on the quality of the Bulletin, expressed by members of the Executive Board.

On behalf of the Publications Committee, I thank you all for your kind comments on our work in 1989. There are many factors which contribute toward a successful effort of this kind, not the least of these being the continued support, emotionally and financially, by members of the Board. I remember a comment by one of my professors of Education, twenty-five (!!!) years ago: "Nothing succeeds like success." By that, I think he meant that when you tell someone that he's doing well, he tends to get even better. He was talking about motivating students, but I believe the principle applies to any endeavor.

1989 has been a good year for the Bulletin. The Publications Committee is composed of seven members, including myself, and they are an outstanding group of people to work with. We meet on the first Thursday following the first Tuesday of every month (figure that one out!), and our meetings are always filled with lively dynamic conversation on library activities and events.

This kind of conversation has led to major feature articles, such as the report on faculty status for academic librarians and our focus on special libraries, an emphasis we hope to continue. It has also led to our establishing a "Hotline," which attempts to match part-time library positions with appropriate candidates. Because each committee member comes from a different area of librarianship, we are able to pool our knowledge toward a more effective coverage of Rhode Island's "Libraryland."

As the Bulletin and its staff look toward 1990, we hope to continue our efforts to communicate to the membership what is important to it. Needless to say, we need your communication with us. We need to know what kinds of subjects you would like to see covered, who might be willing to write for us, what activities are going on in your libraries that all of us would enjoy hearing about.

I urge you to contact me, or any member of the Publications Committee; I encourage you to join us as a member, a writer, a reporter, a "correspondent." Again, I thank all of you who have supported us in so many ways in 1989. I hope that in 1990, we can continue to justify your commendations, and perhaps, do even better.

The RILA BULLETIN is published ten times per year by the Rhode Island Library Association. Managing Editor: Judith Paster, 52 Seaview Avenue, Cranston, RI 02905 (467-8898); Co-Feature Editor: Norman Desmarais, Providence College, Phillips Memorial Library, Providence, RI 02918 (865-2241); Co-Feature Editor: Tanya Trinkaus Glass, Coventry Public Library, 672 Flat River Road, Coventry, RI 02816 (822-9100); News Editor: Frank Iacono, DSLS, 300 Richmond Street, Providence, RI 02903-4222 (277-2726); Technical Editor: Veronica Thomas, East Providence Public Library, 41 Grove Avenue, East Providence, RI 02914 (434-2453); Jobline: Pam Stoddard, Government Documents Department, URI Library, Kingston, RI 02881 (792-2606); Advertising: Linda Walton, Butler Hospital, 345 Blackstone Boulevard, Providence, RI 02906 (456-3869). A current list of RILA Executive Board members and committee chairs is available in Volume 62, No.1-2. Subscriptions: Free to members; \$12/year in U.S.; \$20/year foreign. Deadlines: 1st of the month for features and 15th of the month for everything else. Advertising: \$100 full page; \$50 half page; \$30 quarter page; \$10 business card size. Change of address: members contact the Membership Committee Chair and subscriptions contact the Managing Editor. Send claims to Managing Editor. For further information contact the appropriate Editor. Printing by Lewis Graphics, 636 Park Avenue, RI 02920 (941-7340). LC 57-26438.

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