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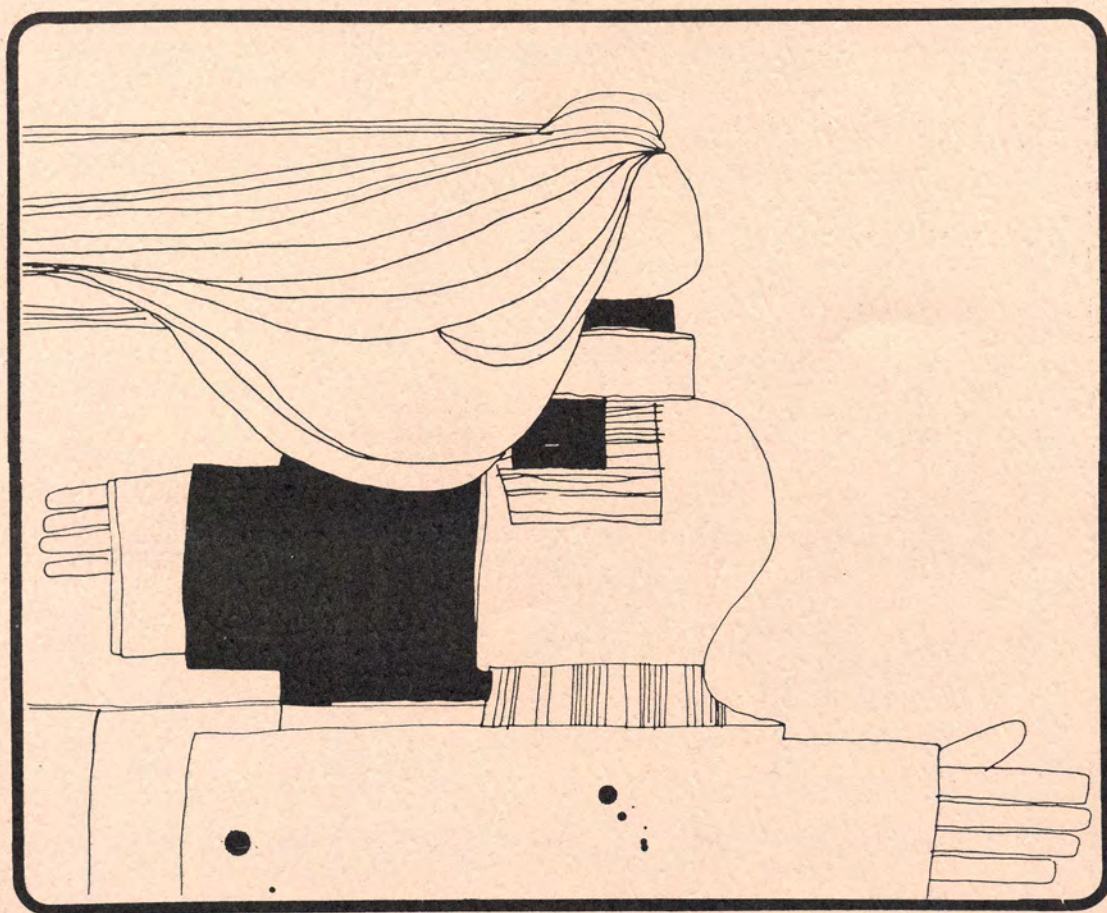
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Rhode Island Library Association Bulletin



October 1979

EDITORIAL NOTICE:

The Bulletin appears monthly except in August. News and articles should be submitted to the editor by the 10th day of each month for publication by the end of that month.

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 advertisers. All articles about library and media matters will be considered. All should be signed and should not exceed ten double spaced typed pages unless the editor is consulted.

The Bulletin subscription rates are \$7.00/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.

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EDITOR'S NOTEBOOK



Thank you to Jewel Drickamer,
Director, RI Department of State Library Services, 1975-1979

Miss Jewel Drickamer is resigning as Director of the Rhode Island Department of State Library Services this month. She merits thanks for a long career of vision and hard work in the development of library services in the state. She served as Deputy Director from 1964 to 1975 beginning with the establishment of the Department under the Directorship of Miss Elizabeth Myer. After Miss Myer's retirement Miss Drickamer was appointed Director.

Miss Drickamer worked closely with Miss Myer on the Department's many innovative programs. The Interrelated Library System, organizing the state's libraries into five regions, was established in 1968 and has been expanding services ever since then. It is a multi-type library network, with academic library membership increasing from three to nine. This makes research collections more easily accessible through interlibrary loan to the general public.

Under Miss Drickamer's supervision a cornucopia of funding has flowed from state as well as federal government to aid local communities in raising sufficient funds for library construction. New, renovated, and expanded libraries serve Rhode Islanders all over the state. Since 1965 ten million dollars' worth of construction has taken place.

The DSLS established the Regional Library for the Blind and Physically Handicapped in 1968. It now serves about 2,500 people.

These are some of the highlights of programs undertaken under Miss Drickamer's guiding hand. I hope a successor will soon be appointed to carry forward the work so well begun. Also I wish Miss Drickamer happiness in her future projects.

This Bulletin issue brings you the complete program for the RILA Annual Conference in November. Register now to participate. We also have an excellent article by Nancy Peace on grievance procedure, which should be considered thoughtfully by library employees and administrators alike. This proposal should be discussed at the Conference.

RHODE ISLAND LIBRARY ASSOCIATION
Annual Conference, November 5 and 6, 1979
Sheraton-Islander Inn, Newport

CONFERENCE REGISTRATION

Pre-registration form due by October 22, 1979

NAME _____

TITLE/POSITION _____

AFFILIATION _____
(for name tag)

ADDRESS _____

FEES: Please check appropriate boxes:

MEMBERS: Two days \$6.00 ☒ Monday ☐ Tuesday
One day \$3.00 ☐

NON-MEMBERS: Two days \$12.00 ☒ Monday ☐ Tuesday
One day \$ 6.00 ☐

LUNCHEONS: Monday, Buffet Lunch ☐ \$5.45

Tuesday, Buffet Lunch. ☐ \$5.45

TOTAL ENCLOSED \$ _____

MAKE CHECKS PAYABLE TO Rhode Island Library Association

SEND REGISTRATION FORM AND PAYMENT TO: Beth Perry
Assistant Director
Rhode Island College Library
800 Mt. Pleasant Avenue
Providence, R.I. 02908



RHODE ISLAND LIBRARY ASSOCIATION
Annual Conference, November 5 and 6, 1979
Sheraton-Islander Inn, Newport

HOTEL REGISTRATION FORM

SHERATON-ISLANDER INN
Goat Island, Newport, R.I. 02840

NAME _____

ADDRESS _____

Please reserve: _____ Single occupancy room \$32.00 plus tax
_____ Double occupancy room \$38.00 plus tax

Arrival date _____ Time of arrival _____ am - pm

Departure date _____

Number of persons _____

Room reservations not held after 6 p.m. unless secured with deposit
Send before October 22 to: Reservation Department
Sheraton-Islander Inn
Goat Island
Newport, Rhode Island 02840





RHODE ISLAND LIBRARY ASSOCIATION
ANNUAL CONFERENCE
November 5 and 6, 1979
Preliminary Program

MONDAY, November 5

8:30 am - 3:30 pm

REGISTRATION

8:30 am - 5:00 pm

EXHIBITS OPEN

9:00 am - 10:30 am

PRESENTING A GUEST AUTHOR PROGRAM IN
THE LIBRARY

Moderator: Susan Klein, East Providence
Public Library

Panel: Jane Manthorne, Boston Public
Library

Florence Simister, Author

J. Edson Leonard, Author

Melody Brown, DSLS

Jane Manthorne (Staff Officer, Special Projects, Boston Public Library) will discuss her book, Guest Author, including pointers on planning and presenting author programs in the library. A panel will discuss such programs from the point of view of the author and the librarian. Noted Rhode Island author, Florence Simister, is known for her Streets of the City series and other works. J. Edson Leonard is noted for his The Essential Fly Tier and other works.

9:00 am - 10:30 am

THE IMPACT OF CHANGING LIFE STYLES ON
THE ADMINISTRATION OF A PERSONNEL PROGRAM

Speaker: Sheila Creth, Assistant
Director, University of Connecticut
Library, Storrs

Sponsored by the R.I.L.A. Personnel
Committee

10:30 am - 11:30 am

VISIT OUR EXHIBITORS

10:30 am - 11:30 am

URI/GLS Alumni & Friends Coffee

11:30 am - 1:00 pm BOOK REVIEWING AND SELECTION FOR
YOUNG ADULTS
Speaker: Rose Moorachian, Young Adult
 Specialist, Boston Public Library
Ms. Moorachian, Chairwoman of the
Greater Boston Reviewers, will discuss
book selection for young adults and
the problems and policies of reviewing
for the "Adult Books for Young Adults"
column of School Library Journal.

11:30 am - 1:00 pm A REPORT FROM THE PERSONNEL COMMITTEE

1:00 pm - 2:00 pm LUNCHEON

2:00 pm - 3:15 pm LIBRARY SERVICE TO YOUTH: Right: or
 Privilege?
Speaker: Dorothy Broderick, Editor,
 Voice of Youth Advocates
Sponsored by the R.I.L.A. Intellectual
Freedom Committee.

2:00 pm - 3:15 pm SPECIAL COLLECTIONS IN RHODE ISLAND:
PART II
Moderator: Sam Streit, Brown University
Speakers: Thomas R. Adams, John
 Carter Brown Library
 Virginia Adams, Providence Public
 Library
 Matthew Smith, Providence College
 Library
 Albin Wagner, Providence City
 Archives
Representatives from rare book,
manuscript, and historical society
libraries will discuss the special and
unique holdings of their institutions.
Each presentation will be accompanied
by a data sheet describing the library's
holdings, rules for use, hours, etc.

3:30 pm - 5:00 pm

PUBLIC AND SCHOOL LIBRARIES: PARTNERS
IN SERVICE

Panel: Betty Turock, Munrow County
Library System, Rochester, NY
Arlene Luber, East Providence
School System
Mary Maguire, Cumberland Public
Schools
Louise Dolan, Barrington Public
Library
Donna Polhamus, Cary Memorial
Library, Lexington, Mass.

An open panel discussion on school and
public library cooperation -- barriers,
administrative concerns, pertinent
legislation and incentives. This
program is facilitated by RILA's CE
Committee, and sponsored jointly by
RILA and RIEMA.

3:30 pm - 5:00 pm

OCLC AND INTERLIBRARY LOANS

Speaker: Kathleen Gunning, Head of
Reference and Information Services,
Brown University

Discussion of the new OCLC subsystem
which has become available to many
libraries in the New England area and
nationwide.

5:30 pm - 6:30 pm

WINE AND CHEESE with New Members and
Guests

6:30 pm -

DINNER ON YOUR OWN



TUESDAY, November 6

8:30 am - 2:00 pm

REGISTRATION

8:30 am - 1:00 pm

EXHIBITS OPEN

9:00 am - 10:00 am

RHODE ISLAND INTERLOCKING SYSTEMS

Panel: Ellie Chesebrough, Systems
Office, Providence Public Library
Ruth Szabo, St. Joseph's Hospital,
ARIHSL

A discussion of the multiple layers of interlibrary loan and referral systems which exist in Rhode Island and how they benefit patrons.

9:00 am - 12:00 pm

AACR II WORKSHOP

Participants: Barbara Gates, Head
Catalog Librarian, Brown University
Library
Cecelia Dulik, Cataloger/Bibliographer,
University of Rhode Island
Marguerite Horn, Assistant Head
of Serials, Brown University Library
Sandra Gallup, Serials Catalog
Librarian, Brown University Library

The workshop will introduce the basic principles of applying the Anglo-American Cataloging Rules, 2nd edition, in any type of library.

10:00 am - 10:30 am

VISIT OUR EXHIBITORS

10:30 am - 12:00 pm

A NATIONAL PERIODICALS CENTER

Reactor: C. James Schmidt, Brown
University Librarian

Presentation of slides prepared by the Council on Library Resources entitled "National Periodicals Center Technical Development Plan." Discussion of the proposed center.

LAST CHANCE TO VISIT OUR EXHIBITORS

12:00 pm - 1:00 pm

LUNCHEON

1:00 pm - 2:00 pm

R.I.L.A. ANNUAL BUSINESS MEETING

2:00 pm - 3:30 pm

IN-HOUSE PRESERVATION & RESTORATION:
DO'S AND DON'T'S

Roberta Sautter, Library Technical
Assistant for Conservation, Brown
University

A presentation of procedures and techniques which may be safely and inexpensively employed in an in-house preservation program. Included will be a slide

program treating with proper collection
and facility maintenance.

2:00 pm - 3:30 pm

ACCESS TO CENSUS AND DEPARTMENT OF
COMMERCE PUBLICATIONS

Speakers: Judith W. Cohen, Data
Users Services Officer, US Bureau
of the Census, Boston
Raimond Meerbach, Trade Specialist,
US Department of Commerce, Providence

3:30 pm - 5:00 pm

PROFESSIONAL RESTORATION OF LIBRARY
MATERIALS -- AN INTRODUCTION TO THE
NEW ENGLAND DOCUMENT CONSERVATION
CENTER

Speakers: Ann Russell, Director, NEDCC
Mary Todd Glaser, Senior Con-
servator, NEDCC

This program will discuss those areas
of restoration and conservation that
should be undertaken only by a professional
conservator. In addition, the special
services provided by the NEDCC will be
described.

3:30 pm - 5:00 pm

GOVERNMENT RELATIONS COMMITTEE REPORT
David Green, Chairman





LIBRARY GRIEVANCE PROCEDURE: A PROPOSAL

by Nancy E. Peace*

In recent years American librarians have become increasingly aware of the need for improved personnel management in libraries. Like other employees, librarians have discovered that they are sometimes subjected to capricious and unfair treatment from supervisors and employers. Because many libraries do not have adequate contractual agreements with their employees or clearly articulated personnel procedures, individual librarians have no means of protecting themselves from unfair treatment. Every library administration text book exhorts library managers to develop sound personnel policies. Library professional associations have also attempted to encourage improvement of personnel management by publishing guidelines and model policies.¹ Despite the admonitions of text book writers and professional associations many libraries still do not have adequate policies.

The time has come for librarians to insist that their employers institute adequate personnel procedures which clearly state the duties and obligations of employees and the terms and conditions of their employment. An essential element of any personnel policy is a grievance procedure. A grievance procedure backed by a well constructed personnel policy can become an effective management tool by establishing clear rules for both managers and employees.

To promote better personnel management and to assist libraries and librarians in resolving labor disputes, the Council of the American Library Association established, in 1971, the Staff Committee on Mediation, Arbitration and Inquiry (SCMAI). This committee is "assigned responsibility for mediation, arbitration and inquiry relating to tenure, status, fair employment practices, due process, ethical practices, and the principles of intellectual freedom as set forth in policies adopted by the Council of the American Library Association."²

Because SCMAI has no legal power it can be effective only when both parties to a grievance desire a resolution and agree to abide by the inquiry team's recommendations. If one party refuses to accept the team's findings, the committee has no power to enforce implementation of its recommendations. The most extreme measure the committee can take is to censure the offending party in the association's journal, American Libraries, in an effort to embarrass the party into compliance. A further problem with the SCMAI process is that the committee cannot protect a grievant from harrassment or firing which may occur as a result of filing the grievance. Despite these

*Nancy E. Peace is a member of the faculty of Simmons School of Library Science, Boston.

limitations, however, the SCMAI procedure is still valuable in many circumstances.

The Rhode Island Librery Association has recently established a grievance committee modeled on SCMAI. Like SCMAI the RILA committee will probably prove effective when both parties desire the committee's assistance in settling a dispute. Because of Rhode Island's small size, the effect of censure may prove more potent, as censure by colleagues one must face daily may be more unpleasant than censure by some unknown, out-of-state bureaucrat. As with SCMAI, however, the RILA Personnel Committee will have no power to protect grievants if they are harrassed for filing a complaint. For this reason I would recommend that a librarian utilize the process only after termination or where the situation is so intolerable that the grievant would be willing to risk job loss.

While a step in the right direction, neither the SCMAI nor RILA procedures provides enough protection. Furthermore, subprofessional employees are not eligible to use either procedure. Individual libraries should therefore develop in-house policies that provide greater protection and cover all employees.

To provide adequate protection for employees, a grievance policy must be legally binding. The grievance policy, once developed, must be binding on both parties through stated library policy and each individual's employment contract. While formal grievance policies are commonly associated with a collective bargaining contract, collective bargaining is not a prerequisite. Indeed, both ALA and RILA model policies recommend formal adoption of a grievance procedure in every library, whether unionized or not.³

The typical grievance process permits an employee who believes he has been treated unjustly to appeal to his immediate supervisor for a remedy.⁴ If the supervisor refuses to provide the remedy, the grievance procedure permits appeal to someone higher in the administrative structure. Generally there will be several levels of appeal up the administrative hierarchy. The Association of College and Research Libraries (ACRL) "Model Statement" recommends that in academic libraries a library faculty grievance committee be established to hear unresolved grievances and recommend solutions. The policy states that "the decision of the dean of libraries, except in rare instances and for compelling reasons, should concur with the judgment of the grievance committee." The ACRL policy further provides that an aggrieved person may appeal to

a designated officer within the university administration "if the dean of libraries does not concur with the recommendations of the grievance committee."⁵

While commendable the ACRL model is still inadequate because the final level of appeal is to someone within the grievant's institution. As labor unions learned years ago, a just and effective grievance procedure must contain not only several levels of appeal within the employee's firm or institution, but also provide for final adjudication of unresolved disputes by someone from outside. Employees cannot always rely on employers and administrators to act fairly and impartially. Even impartial and just intentions can sometimes be clouded by human frailty. An adequate grievance policy must, therefore, provide that unresolved grievances be submitted to a third party outside the grievant's institution and that the decision of that party be binding.

Submission of unresolved grievances to a third party usually occurs in one of two ways -- an arbitrator is selected each time a case reaches the final step of the grievance procedure or a permanent arbitrator or referee is selected to hear all grievances which reach the final step. At institutions where a different arbitrator is appointed for each new grievance, the grievance procedure usually provides that the arbitrator be chosen under the rules of the American Arbitration Association (AAA).⁶ Under AAA rules a list of potential arbitrators is submitted to both parties and they must agree on one. At institutions where a permanent referee is chosen, procedures for appointing a referee agreeable to management and staff must be developed. The policy must also provide a means of changing referees when either management or staff believe that the current referee is no longer impartial.

Each of these systems for appointing a neutral third party has advantages and disadvantages. Selection of a new arbitrator for each case may inspire greater confidence on the part of both parties in the impartiality of the arbitrator, especially if one side has lost a series of decisions. If different arbitrators are involved, the losses cannot be attributed to one person's bias. However, employment of different arbitrators can lengthen the amount of time each grievance takes since each arbitrator must become familiar with both facts in the case and operation of the institution. Since arbitrators' fees are based upon a daily rate, the extra time required by each arbitrator to become acquainted with the institution can be expensive. Arbitration expenses are usually split evenly between the two parties -- in this case management and staff -- so the cost of a hearing is of interest to both.⁷

Appointment of a permanent referee is less expensive because the referee will have considerable knowledge of the institution after the first case. In using the same referee for all cases, however, there is the danger that one side or the other will eventually lose confidence in the referee's impartiality. Despite this potential drawback, appointment of a permanent referee may prove the most viable grievance system for nonunionized libraries simply because it is less expensive and requires less paperwork. Also the likelihood of finding a librarian qualified to act as a referee is greater than the likelihood of finding several librarians on a list of potential arbitrators. While arbitrators need not necessarily come from the profession or industry in which they arbitrate, it is often an advantage; otherwise the arbitrator must learn about the profession as well as the particular institution and case.

While development of a multi-step grievance procedure terminating in binding arbitration is not dependent upon the presence of a labor union, it does require that the library staff be sufficiently organized to assist staff members in pursuing a grievance.⁸ Furthermore, the staff association must be able to collect dues or otherwise raise funds to finance the arbitration unless management can be persuaded to bear the whole financial burden -- a doubtful prospect since with no financial obligations employees might be inclined to pursue every grievance through the final step. By agreeing to share the financial burden of arbitration both sides are motivated to resolve the dispute before it reaches this stage.

While the steps I have outlined above may appear to apply only to large libraries, there is no reason why small libraries cannot adapt them for their own use. For instance, a small library will have fewer steps in the grievance procedure; the grievance may go only to the library director and then to the trustees before reaching binding arbitration. Additionally, small libraries may not have staff associations. In the absence of a staff association employees' bringing grievances to arbitration may have to pay half the cost themselves. The financial burden would not be prohibitive, however, as a hearing can cost as little as \$100.00. Even at five times as much,⁹ arbitration is far less costly than resorting to the courts.

A well designed multi-step grievance procedure ending in binding arbitration should be available to every library employee in Rhode Island. A procedure of last resort, under normal circumstances it is rarely used. Without such a procedure, however, employees have no real protection from arbitrary or

capricious treatment by their superiors. In order for such a procedure to work library managers must clearly spell out the terms and conditions of each staff member's employment so that the staff member, and ultimately an arbitrator, can determine if these terms and conditions have been violated. Both staff members and managers must assume responsibility for seeing that the library personnel policy is administered properly.

In proposing adoption of a grievance procedure by individual libraries I do not mean to imply that there is no need for the grievance procedure recently adopted by RILA. The RILA procedure offers interim protection until libraries do develop their own procedures. Furthermore, library administrators are usually excluded from using the type of grievance procedure I have described. Yet a director may need protection from an arbitrary and capricious board as much as any employee needs protection from an arbitrary and capricious director. Both the RILA and SCMAI procedures are available to directors.

During the next two years RILA, through the work of the personnel committee, will be encouraging library administrators and trustees to develop sound personnel programs and policies. An important element in any such program is a well designed grievance procedure. I urge Rhode Island librarians and library employees to seek inclusion of a grievance procedure ending with binding arbitration in the personnel policies of every library.

NOTES

¹American Library Association, Ad Hoc Committee to Revise the ALA Personnel Organization and Manuals, The Personnel Manual, an Outline for Libraries. (Chicago: ALA, 1977); Association of College and Research Libraries, "Model Statement of Criteria and Procedures for Appointment, Promotion in Academic Rank, and Tenure for College and University Librarians," in Faculty Status for Academic Librarians: A History and Policy Statements, compiled by the Committee on Academic Status of the Association of College and Research Libraries (Chicago: ALA, 1975).

²American Library Association, Staff Committee on Mediation, Arbitration and Inquiry, "Program of Action for Mediation, Arbitration and Inquiry." (Chicago, 1971). (Photocopy of typescript)

³American Library Association, The Personnel Manual, p. 10; Association of College and Research Libraries, "Model Statement," p. 51.

⁴The ALA Personnel Manual defines a grievance as "occasions when an employee feels she/he has been unjustly treated, and those when there is an allegation that the library has failed to provide a condition of employment formally agreed upon," p. 10.

⁵Association of College and Research Libraries, "Model Statement," p. 51.

⁶A copy of the AAA rules may be obtained from the Boston office of the American Arbitration Association, 294 Washington Street, Boston, MA, 02108.

⁷Some agreements, such as the contract between Local 2477, American Federation of State, County and Municipal Employees and the Library of Congress, provide that the side losing the grievance bear the entire cost of the proceeding. Collective Bargaining Agreement Between Library of Congress and American Federation of State, County and Municipal Employees, Local 2477, June 14, 1978, (Washington, DC: 1978) p. 61.

⁸Northeastern University faculty members have a grievance procedure which ends in binding arbitration although they do not have a union. Librarians at Northeastern may not use the grievance procedure, however, because they are not considered faculty. Northeastern University, Office of the President, Memorandum -- New Grievance Procedures, November 19, 1973.

⁹The Northeastern University procedure provides that individual grievants pay a portion of the fees if they lose; the university pays the entire amount it is loses. In either event a ceiling has been placed on the amount which may be spent on any single case.



Presented in each
Interrelated Library
System.

South County
October 5
Kingston Free
Library

Western
October 16
Warwick Public
Library

Northern
October 30
Pawtucket Public
Library

Providence
November 13
Knight Memorial
Library

Island
December 4
Barrington Public
Library

**

Presented by:

The Rhode Island
Library Association
Outreach Committee

The Rhode Island
Department of MHRH,
Division of
Retardation

The Rhode Island
Department of State
Library Services

FREE!

Coffee
will be
served.

*The
Retarded
Citizen
and the
Public
Library:

a Workshop
on Service*

Time: 9:00 a.m. to 12:00 noon

** GUEST SPEAKERS **

ALVIN RUSIN, Teacher, Ladd Center, and Member, State
Advisory Council on Libraries, and

MARK BALDWIN, Supervisor of Institutional Library
Services, Department of State Library Services

Please return this form to: Judith Meister,
Kingston Free Library, 1329 Kingstown Road,
Kingston, RI 02881.

NAME: _____

LIBRARY: _____

SYSTEM: _____

WORKSHOP DATE: _____

Registration will be limited to 20 persons.

Workshops will include information on:
types of mental retardation,
state plans for deinstitutionalization,
the mentally retarded library patron,
print and non-print materials,
and services from DSLs.



CALENDAR

The RILA Calendar is maintained by RILA's Continuing Education Committee. If you have a date for any event of library/media interest, please telephone it to Pat Bisshopp, 438-9500, or mail it to her at Meeting Street School, 667 Waterman Ave., E. Providence, RI 02914. All meetings listed here are open to interested members of the library community, except as noted.

- Oct. 11 Rhode Island Library Film Cooperative:
"Preview of Films for Adults,"
Warwick Public Library, 9:30 am-noon;
repeated at 1:30-4:00 pm.
- Oct. 15 Juvenile Cooperative Book Review:
"Dual Language Children's Books:
Evaluation and Selection," Pawtucket
Public Library, 9:30 am.
- Oct. 16 "The Retarded Citizen and the Public
Library," Western Region Workshop
sponsored by RILA Outreach Committee,
RI Department of MHRH, and RI Department
of State Library Services, Warwick
Public Library, 9:00 am- noon.
- Oct. 17 Rhode Island Library Film Cooperative:
"Preview of Children's Films," Warwick
Public Library, 9:30 am-noon; repeated
at 1:30 - 4:00 pm.
- Oct. 17 Rhode Island Health Sciences Librarians
Association, meeting. For information
call Jane Paster, 277-2506.
- Oct. 18-19 Annual Conference, New England Regional
Council on Library Resources for
Nursing, "Technology - Master or Slave-
A Bioethical Approach." Fee: \$50.00
(includes three meals and registration).
More information from Lucille Cameron,
University of Rhode Island Library,
Kingston, RI 02881.
- Oct. 23 Young Adult Round Table: "High Interest/
Low Vocabulary; Series and Titles,"
Cranston High School East, 800 Park
Avenue, Cranston, 2:30-4:30 pm.

- Oct. 29 ACRL/New England Chapter Fall Conference:
"AACR 2: Everybody's Problem." 9:30 am
at the Hogan Center of Holy Cross,
Worcester MA. Registration fee: \$20.00.
For more information and registration
forms, contact Fay Zipkowitz, Worcester
Area Cooperating Libraries, L332,
Worcester State College, Worcester,
MA 01602.
- Oct. 30 "The Retarded Citizen and the Public
Library" - Northern Region Workshop
(see Oct. 16).
- Nov. 5-6 Annual Conference Rhode Island Library
Association, Sheraton-Islander, Newport.
- Nov. 8 Adult Book Meeting: "Special Reference
Services at the Principal Public Library,"
Providence Public Library, 9:30 am.
- Nov. 13 "The Retarded Citizen and the Public
Library," Northern Region Workshop
(see Oct. 16).
- Nov. 14 Rhode Island Library Film Cooperative:
"Preview of Children's Films," Warwick
Public Library, 9:30 am-noon; repeated
at 1:30 - 4:00 pm.
- Nov. 15-19 White House Conference on Library and
Information Services, Washington Hilton
Hotel, Washington, DC.
- Nov. 28 RI NELINET User's Group. Potential
NELINET members are invited. James
P. Adams Library, Rhode Island College,
9:45 am. Contact Lucille Sibulkin,
274-4900, x 305.
- Nov. 28 Young Adult Round Table (YART):
"Religion and Cults," Department of
State Library Services, 9:30-11:30 am.
- Dec. 4 "The Retarded Citizen and the Public
Library," Island Region Workshop
(see Oct. 16).



RILA' SRRT HOTLINE

The RILA Bulletin editors ask local library employers in Rhode Island, Massachusetts and Connecticut to send us news of upcoming openings at any level in their libraries. There is no advertising fee. Write or call Barbara Cohen, Adams Library, Rhode Island College, Providence, R.I. 02908. Telephone 408-456-8825.

Job-seekers desiring a copy of the most recent monthly Jobline may obtain one by sending a self-addressed, stamped envelope to the SRRT coordinator: Marcia Hershoff, Woonsocket Harris Public Library, Woonsocket, RI 02895. In order for a job notice to appear in the Bulletin, it must be received before the 15th of the preceding month.

AMERICAN ANTIQUARIAN SOCIETY, CATALOGERS. For 3-4 year program to recatalog North American, 18th century imprints in machine-readable form.

1) Senior Cataloger, to provide daily direction to project and to supervise 4 assistants. Required: Accredited MLS and graduate degree in American history, literature, or American studies. Command of current rare book cataloging standards, familiarity with bibliography, and experience with computer cataloging expected. Salary: \$16,000-18,000.

2) Assistant Cataloger, to assist Senior Cataloger. Required: Accredited MLS and training or experience in American history or literature or American studies. Experience with computer cataloging expected. Salary: \$13000-15000.

For either position, send letter of application, resume, and 3 letters of reference by October 14 to: Associate Librarian, American Antiquarian Society, 185 Salisbury St. Worcester, MA 01609. (Chron Sept. 10)

MIT, ASSISTANT REFERENCE LIBRARIAN. In Architecture and Planning Library. Provides reference services and bibliographic instruction; prepares library guides and subject bibliographies; participates in collection development. Required: MLS, background in architecture or art history; academic library public services experience; knowledge of statistical sources. Submit resume and names of 3 references to: Search Committee, Asst. Rotch Librarian, Room 145-216, MIT Libraries, Cambridge, MA 02139. (New York Times Sept. 16)

FOXBORO PUBLIC LIBRARY, AV LIBRARIAN/CATALOGER. Required: BA and library courses and some experience. Salary: \$168.75-228.20/wk. Send resume to: Chester Klosek, Director, Boyden Library, 10 Bird St. Foxboro, MA 02035.

PINE MANOR COLLEGE, HEAD LIBRARIAN. To manage staff of 5, including 2 professionals, special emphasis on student services and on building collection to meet needs of 6 new programs. MLS and 2-3 years full-time

experience required. Apply by Oct. 31 to Academic Dean, Pine Manor College, 400 Heath St. Chestnut Hill, MA 02167 (Globe Sept. 16).

GALLIMAUFRY

SPECIAL LIBRARIES ASSOCIATION, RHODE ISLAND CHAPTER: The RI Chapter of SLA met September 20, 1979, at the Aldrich House of the Rhode Island Historical Society. The 1979-80 officers are: Joseph Mehr, President; Carole Twombly, Vice-President; Jane Sanfilippo, Secretary; and Caroline Helie, Treasurer.

CITIZENS FOR RHODE ISLAND LIBRARIES: The Steering Committee of the newly forming citizens' support group for libraries met August 29th to develop a structure and program. The President of Citizens for Rhode Island Libraries is Gail Barnaby of Wakefield RI.

NELINET MOVE: The Offices of NELINET will be moving from Wellesley to Newton at the end of this month. Their new address will be 385 Eliot St. Newton, MA 02164.

GLS: The University of Rhode Island Graduate Library School enters its 16th year, with admissions up 30% from '77-'78. Dean Schlessinger, beginning his 3rd year at the Graduate Library School, reports that forty-six MLS degrees were awarded in '78-'79, down from 107 in '77-'78. Of '77-'78 graduates responding to an employment questionnaire, 79.6% work in libraries.
-- Tim McAdam

HELP AT THE RILA CONFERENCE: Help is needed at the Conference Registration desk. One hour of your time on November 5th or 6th would be greatly appreciated. To volunteer please call Lucille Sibulkin, Rhode Island College Library, 274-4900, ext. 305.

RHODE ISLAND EDUCATIONAL MEDIA ASSOCIATION: Bob Callahan, Librarian at Middletown High School is the new President of RIEMA. The first meeting of the association will be a joint program at the RILA Annual Conference.

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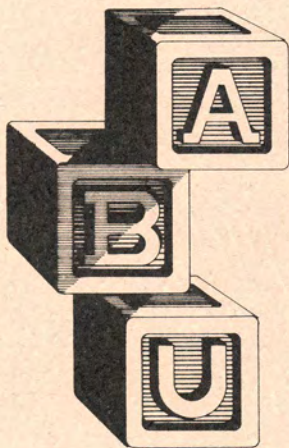
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