

University of Rhode Island

DigitalCommons@URI

RILA Bulletin

Rhode Island Library Association

10-1982

Bulletin of the Rhode Island Library Association v. 55, no. 2

RILA

Follow this and additional works at: https://digitalcommons.uri.edu/rila_bulletin

Recommended Citation

RILA, "Bulletin of the Rhode Island Library Association v. 55, no. 2" (1982). *RILA Bulletin*. Book 288.
https://digitalcommons.uri.edu/rila_bulletin/288https://digitalcommons.uri.edu/rila_bulletin/288

This Book is brought to you by the University of Rhode Island. It has been accepted for inclusion in RILA Bulletin by an authorized administrator of DigitalCommons@URI. For more information, please contact digitalcommons-group@uri.edu. For permission to reuse copyrighted content, contact the author directly.

TIME
VALUE
ISSN:
0146-8685

ADDRESS CORRECTION REQUESTED

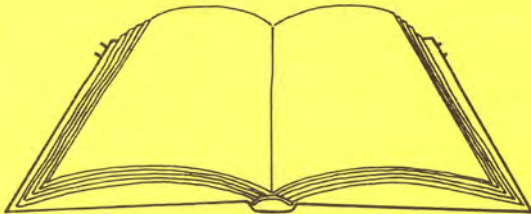
Non-Profit Org.
POST PAID
Providence, R.I.
PERMIT NO 210

Providence College Archives Library
Phillips Memorial Library
River Avenue & Eaton Street
Providence, RI 02918

Rhode Island Library Association Bulletin



RILA



FALL

CONFERENCE

OCTOBER 1982

RHODE ISLAND LIBRARY ASSOCIATION

150 EMPIRE STREET

PROVIDENCE, RHODE ISLAND 02903

Indexed in Current Awareness
Library Literature
Z673R52 57-26438

Editorial Notice:

The Bulletin is published monthly except in August. News and articles should be submitted to the editor by the 1st. 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. Cover art should be done in black and white and should measure 7¼ inches wide by 6 inches high.

The Bulletin subscription rates are \$8.00/year for agencies or individuals not holding membership in RILA. Advertising rates per issue are \$20 per ¼ page, \$35 per ½ page, and \$50 per full page. Call the advertising manager for further information.

BULLETIN STAFF

Editor-in-Chief

Deborah Barchi
William Henry Road, Box 116
North Scituate, RI 02857
Tel. 647-2487

Production Editor

Sharon Charette
Wheaton College Library
(617)285-7722 Ext. 504

News Editor

Sondra Giles
R.I. State Law Library
277-3275 or 467-7005 (home)
articles: c/o Director's Office
Cranston Public Library
1825 Broad Street
Cranston, RI 02905

Mailing

Dena Janson
Adams Library, R.I. College
456-9605

Jobline

Lucinda Manning
Providence Public Library
521-7722

Advertising

Martha Habeshian
S. Kingstown Public Library
789-1555

Jobline Mailing

Mary Frances Cooper
Providence Public Library
521-7722

Calendar

Gaile DeStefano
Barrington Public Library
245-3106

Contributing Editor

Lea M. Bohnert
URI Graduate Library School
792-2878

Printing done by East Side Copy, Providence.

RHODE ISLAND LIBRARY ASSOCIATION
BULLETIN

SEPTEMBER 1982

VOLUME 55 NUMBER 1 2

TABLE OF CONTENTS

Editor's Notebook.	2
President's Annual Report.	3
Conference Committee: Annual Report.	6
Federal Relations Committee: Annual Report	7
Government Relations Committee: Annual Report.	8
Membership Committee: Annual Report.	10
Nominating Committee: Annual Report.	11
Personnel Committee: Annual Report	12
Public Relations Committee: Annual Report.	13
<u>RILA Bulletin</u> : Annual Report	14
Rhode Island Library Association Annual Conference Program	15
Conference Highlights.	20
Toward a Rhode Island Disaster Recovery Plan For Library Materials--Part Two by Roberts Sautter.	24
RILA Personnel Committee: Report of the Second Annual Salary Survey--1981 by Thomas T. Surprenant, Janice DiFranco, & Judith Barnett, with the assistance of Lynn Kaplowitz.	30
1982 ALA Conference Report by Jody Bush.	44
RILA Committee News.	47
People in the News	49
<u>Bulletin</u> Board	51
Calendar	53
RILA/SRRT Hotline.	54

EDITOR'S NOTEBOOK



Pay equity. Unions. Ethics. Public relations. Standards. Grants. Stress. These are some of the topics which will be explored at the 1982 RILA Annual Conference in Newport, November 8 and 9. There surely is not a librarian in the state who is not affected by some of these issues, if not all of them. A unique feature of the conference this year is the decision to have the first day devoted to lectures and exhibits and the second day to workshops. The President's speaker this year will be Genevieve Casey from Wayne State University. The library grapevine has it that Ms. Casey is an impressive and exceptionally well-informed speaker on the important subject of library networks. Information about the conference and registration forms are included in this issue. At five dollars a day for RILA and RIEMA members, the annual RILA conference is surely one of the best buys around.

Also included in this issue of the Bulletin are the annual reports of the RILA committees and the President's report.

Lucinda Manning, reference librarian at Providence Public Library, has taken over as jobline compiler for the Bulletin. All job notices should be sent to Lucinda in care of PPL or by calling her at 521-7722.

I'm looking for people who would be willing to write up brief reports (three to four paragraphs) of lectures and workshops they attend at the conference for publication in the December Bulletin. If you're interested, please contact me by October 25 at 647-2487.

See you at the RILA Conference! (I'll be in the first row, first seat at the "stress" workshop--biting my nails.)

Debbie Barchi

ANNOUNCING REFERENCE REPORT

Reporting the activities of Reference Book Publishing to Librarians. Includes combined publication schedules, delayed and cancelled title reports, special discount offerings, and more. Newsletter, 12 Issues/year, \$78. On Approval. Reference Report, Educational Materials Distributors, 2550 Fisher Building, Detroit, MI 48202.



PRESIDENT'S ANNUAL REPORT

"'In our country,' said Alice, still panting a little, 'you'd generally get to somewhere else--if you ran very fast for a long time as we've been doing.' 'A slow sort of country!'" said the Queen. 'Now here, you see, it takes all the running you can do, to keep in the same place. If you want to get somewhere else, you must run at least twice as fast as that!'" (Lewis Carroll, Through the Looking Glass)

In the beginning weeks of my term as RILA President, I began to feel as though I were in a "Looking Glass" world, where it would take a superhuman amount of running to do any more than manage to stay in the same place. Reaganomics threatened federal funding, state legislators told us not to hope for financial gains in the General Assembly this year, a personnel dispute surfaced but we were denied access to both sides of the story, the membership had voted down a proposed dues increase in favor of a greatly modified version as costs continued to soar, and a debate raged on whether to publish the RILA Bulletin monthly or quarterly. Through it all there seemed to be endless letters to be written, telephone calls to be made, meetings to be scheduled, and crises to be handled.

Yet "runners" began to emerge on all fronts. I found myself with colleagues on the Executive Board, in the committees and in the membership who would surprise even the Red Queen herself. In both the short sprints and the marathon races of this year these highly-conditioned mental and physical athletes did indeed run twice as fast as everyone else--and a great deal of progress was made!

Perhaps the most dramatic accomplishment of the year was the passage of two out of the three RILA-sponsored bills in the General Assembly. Although deliberately not designed to increase funding levels, these new laws are nonetheless significant in helping to assure quality library service in the state. Literally hundreds of people were involved in working for the passage of all three bills, and the Association learned much about the political process en route. The Government Relations Committee deserves kudos for their efforts, including the successful legislative breakfasts and the reception for legislators who sponsored our bills.

The Association reached a landmark in its handling of the difficult first personnel dispute that was fully reported in the May RILA Bulletin. The Personnel Committee, its specially-appointed

Inquiry Team, and the Executive Board spent countless hours in its compilation. Its publication has important potential for the education of employers and staff in personnel matters throughout the Rhode Island library community in urging employers to adopt sound personnel policies for the protection of all parties, and in encouraging employees to inquire about such policies before accepting positions, as well as working to upgrade just and equitable personnel policies once on the job.

The RILA Bulletin continued to bring interesting articles and important news to the membership each month, despite rising costs and an overworked staff. The newly-appointed News Editor brought an informative dimension to its pages. I have long thought that the Association needs up-to-date information and short substantive articles far more than it needs a more scholarly quarterly, and I am grateful to the Editor-in-Chief, other Bulletin staff members, guest editors and contributors for their very hard work in maintaining the publication schedule without sacrificing quality.

The careful monitoring of the federal funding situation and the ambitious letter-writing campaign spearheaded by the Federal Relations Coordinator and Committee were significant in raising the consciousness of our Congressional delegation and the Rhode Island library community about the value of federal library programs. RILA also cooperated with DSLS and COLA (Coalition of Library Advocates) in this year's efforts. Fortunately, Congress ignored the "Reagan rescission" request affecting FY'82 appropriations for libraries, but decisions on the FY 1983 Budget lie just ahead, so we dare not pause for congratulations. Many thanks to all of those people who contributed time and energy this year. Those who have not yet accepted the opportunity to assist in these efforts may still provide influence in the crucial coming months.

Freedom of expression of ideas and access to these ideas were furthered through the Intellectual Freedom Committee's successful endeavors to revise the Intellectual Freedom Handbook first published in 1975, and to work for the passage of legislation on the confidentiality of library records. The Public Relations Committee provided much favorable publicity for libraries and librarianship through three television spots they designed. Evaluation of "Fine Free Week" proved the success of this statewide project, and the Committee continues to pursue establishment of a RILA Speakers Bureau as well as other promotional activities.


Committees concerned with the Association's internal affairs have been equally busy. The Conference Committee has outdone itself in preparing not only a dynamic annual program, but also a detailed listing of procedures outlining its responsibilities and inter-relationship with other committees. Nominating Committee members likewise produced an excellent slate for the year's elections as well as organizing procedures that current members' successors will certainly find helpful. The Membership Committee managed to maintain the numerical level of the preceding year, despite a slight dues increase and a weeding of honorary and life members with whom the Association has lost touch. The Committee is

preparing a draft brochure, an affiliate membership program, and a listing of procedures.

For the first time members had the opportunity to share their concerns with the ALA Councilor at a special meeting before ALA's Annual Conference. Both our NELA and ALA Councilors kept us informed of their organizations' endeavors, and vice versa. Our JMRT affiliation was enhanced through the active participation of the liaison person. An ad hoc committee on arranging a bus trip to ALA put forth an enthusiastic effort but unfortunately fell short of the required number of participants. Individually and collectively, the Executive Board members fulfilled the duties of their offices and beyond; volunteering for ad hoc assignments, participating in radio and newspaper interviews, helping Channel 36 in fundraising, and always maintaining cooperative and supportive attitudes.

I am very grateful to the many people who have run so hard and so fast for RILA this year. I hope that those who were most active in the race will not pause for long to loosen their running shoes, and that those who have not yet entered will be encouraged to begin soon with at least a little jogging. Together we can set new records for active support next year!

Anne T. Parent, President



*We encourage
browsing.*

**Brown
Bookstore**

244 Thayer St.
Providence, RI

Mon-Fri 9-6
Sundays 12-6



CONFERENCE COMMITTEE: ANNUAL REPORT

The culmination of a year's preparation by the Conference Committee, the 1981 Annual meeting of the Rhode Island Library Association was held on November 16th and 17th, at the Sheraton-Islander Inn in Newport. Judging by the positive response of the evaluation questionnaires and the large amounts in black ink on the Treasurer's report, the Conference appeared to be both a professional and financial success.

The Conference programs were organized under the umbrella theme of "Automation, Accountability and Access". By awarding ourselves this triple A rating beforehand, the Committee attempted to guarantee success as well as appeal to the widest audience. Topics ranged from access for the handicapped to microcomputers, and were fully previewed, then reviewed, in the RILA Bulletins of October and November, respectively. While R. Kathleen Molz of Columbia as our first President's Speaker, Carol Watts of the Government Printing Office and Gretchen Hammerstein of Groton Public Library enlightened us all, the accent this year was on local talent.

The Conference Committee would again like to applaud the efforts and the work of the RILA committees which planned and sponsored programs this year. We hope to continue, in a climate of budget-consciousness, to present quality programs while ensuring fiscal profit.

Kathleen H. Paroline, Co-Chair
Patricia L. Thibodeau, Co-Chair
Steven Kochoff, Co-Chair*
Lauri Burke
Sandra Gallup
Sylvia Mercier
Donald Miller*
Shirley Long

Katherine Monahan
Beth Perry
Janet Place*
Mary Anne Quinn
Regina Slezak (current Co-Chair)
Sam Streit
Barbara Wilson



FEDERAL RELATIONS COMMITTEE: ANNUAL REPORT

America's libraries faced the very real prospect of elimination of federal aid during the Spring of 1982. "Zero funding" for LSCA, HEA Title II and NCLIS was proposed by President Reagan in his budget for FY'83, while the Office of Management and Budget tried to withhold the full amount of funds appropriated by Congress for libraries in FY'82. Both of these attempts to trim the federal role for library services failed. They failed because they stimulated a strong response from librarians in Rhode Island and elsewhere who were determined to resist a short-sighted administration decision that federal library support be terminated.

The Federal Relations Committee, acting alone or in concert with other groups, such as the newly formed Coalition of Library Advocates, pursued a successful program aimed at keeping our Rhode Island Congressional delegation aware of the extent of local concern over proposed budget cuts. Separate meetings were held with each member of the delegation, a letter-writing campaign was organized, and information about federal actions was disseminated through the "Legislative Newsletter" supplement to the RILA Bulletin.

Full credit for the success of the program must go to the many librarians, trustees, and friends of libraries who took the time to contact their elected representatives and express their views. This was a splendid example of the American democratic system at work. It gave Congress a renewed recognition of the value of a strong federal role for libraries. All who participated in this effort should be proud of their achievement.

Another issue which the committee devoted some attention to is the proposed reclassification of federal library positions. The Association responded by expressing its concern that the elimination of the MLS as a requirement for appointment to professional positions would impair the quality of library services.

Richard Olsen, Chair and Federal Relations Coordinator
Jody Bush
Bruce Daniels
Joan Reeves



GOVERNMENT RELATIONS COMMITTEE: ANNUAL REPORT

The 1982 Government Relations Committee's efforts concentrated on two broad areas of concern: effecting the passage of RILA-endorsed legislation, and improving communications with state government, RILA membership, and other library constituencies. In addition, the committee drafted a policy on non-RILA sponsored legislation, which was submitted to the Executive Board and adopted.

With the assistance of the RILA Executive Board, the Intellectual Freedom Committee, CRIARL representatives, other committee and association liaisons, DSLS, and many individual librarians and friends, the GRC committee members sought enactment of the following legislative measures:

- 1) 82-H7286, the State Publications Act, which would establish a state depository and distribution center for state documents;
- 2) 82-H7379, an amendment to the Access to Public Records Law, which would grant an exemption to open access for library patron records, and thus ensure the library user's right to privacy;
- 3) 82-S2472, a bill providing for the establishment of a Coordinating Council for State Library, Archival, and Information Services. This last bill was broadly based on the concept embodied in the "Umbrella Resolution" which emanated from the R.I. Governor's Conference on Libraries in 1979, and was designed to provide a formal structure for communications and cooperation among library agencies at the state level.

Of the three bills, the State Publications Act died once again in committee, presumably because of budgetary considerations. However, the other two bills were successfully enacted into law. The committee views this accomplishment as the result of the hard work and contribution of many individuals and of improved communications with target audiences.

The committee maintained communication with the RILA membership, informing members of legislative action on both state and federal levels and recommending possible responses. This was accomplished by: articles and regular announcements in the RILA Bulletin; seven Legislative Newsletters released as Bulletin inserts or distributed as separate mailings during the legislative session; clarification of the Legislative Information Network; a RILA Conference program on Local Politics and Lobbying for Librarians; and two open meetings, both held prior to the legislative session in order to determine membership concerns, establish priorities, and design strategies for the 1982 legislative year.

RILA's contacts with legislators were also strengthened this year with innumerable meetings, correspondence and telephone communications between librarians and their representatives; by attendance at all hearings, and by continuation of the successful Legislative Breakfast program. This year, a total of 17 libraries cooperated in sponsoring four breakfasts for their legislators, local officials, trustees, friends, etc.

Additionally, public relations with the state government were vastly improved by the initiation of a policy of very conspicuous attendance of library groups at testimonials, parties, and candidacy endorsements of key legislators. Also for the first time, a reception was held at the end of the session to express RILA's appreciation to all those legislators who worked so diligently on our behalf.

Finally, to improve communications with library constituencies, the Library Advocate Hotline was instituted to organize support from patrons, trustees and other friends of libraries. This communication structure should receive further refinement and expansion in the upcoming year, as the committee explores additional means of reaching the general public with messages of vital concern to libraries everywhere.

Janet A. Levesque, Chair
Howard Boksenbaum, Co-Chair
Beth I. Perry, Co-Chair
Judith Bell
Daniel Bergen
Lois Bowers
Roberta Cairns

Emil A. Ciallella, Jr.
Christian King
Jane Isherwood Lemos
Joan Schaefer
Peggy Shea
Dale Thompson

MAKE A NOTE OF IT

The Government Relations Committee will be holding an open meeting on important legislative matters Wednesday, December 1, 9:30-11:00 am at the Warwick Public Library in the Lakewood Room.



MEMBERSHIP COMMITTEE: ANNUAL REPORT

During 1981/82, RILA experienced a dues increase and membership remained exactly at the same level. The Committee weeded 18 honorary and life members (these could no longer be located or had died), leaving membership at 553: 523 personal and 32 institutional members. 96 new members were welcomed in 1981/82, as compared to 79 new members in 1980/81.

The Committee began work on an affiliate membership program and a procedure manual of the Committee's work. The annual membership directory was published as part of the January 1982 RILA Bulletin, and the annual membership drive was conducted in the Spring of 1982. The Committee developed a new brochure for recruitment during the year.

Paul B. Drake, Warwick Public Library, Chair
Peter Bennett, Providence Public Library
Judith Gifford, Salve Regina College Library
Richard Leduc, DSLS
Mary McKenna, Mt. Pleasant Branch, Providence
Ronald Reeves, Barrington Library
Stewart Schneider, URI/GLS
Charlotte Schoonover, South Kingstown Library

DOES YOUR SUBSCRIPTION AGENCY OFFER YOU...*MORE*?

MORE ... than 160,000 foreign and domestic serials, including continuations and annuals?

MORE ... personalized service and flexibility from regional offices?

MORE ... easily handled claiming, with the least time-consuming claim system:

- A. A simple list
- B. A monthly Claim Checker
- C. A Missing Copy Bank?

MORE ... innovation, with the world's first international online data communications system for serials?

MORE ... professionals with the knowledge and concern to make your serials program work better?

**We provide the most... *MORE* often.
EBSCO SUBSCRIPTION SERVICES**

The serials professionals.

EBSCO Building/Red Bank, NJ 07701
(201) 842-3600/Telex: 132-404





NOMINATING COMMITTEE: ANNUAL REPORT

The Nominating Committee developed procedures for the selection of candidates and operation of elections for use by future Nominating Committees. These procedures were presented to the Executive Board which recommended that a final draft be submitted to the Board for adoption as policy after this election.

A notebook, "RILA Officers and Committee Chairs, 1975- ", was submitted for the use of future Executive Boards and Nominating Committees.

The Committee examined the question of how the Nominating Committee should be appointed, and made recommendations to the Executive Board.

A slate of candidates was submitted for publication in the September RILA Bulletin. Ballots will be mailed in September, and results will be announced November 9, 1982, at the RILA Annual Conference Business Meeting.

Nancy Blake for Louise Sherby, Chair
Annalee Bundy
Ann Crawford
Margaret Deignan
Floreny Kokansky
Pat Thibodeau

CRIME AND DISRUPTION IN LIBRARIES

For a list of reprints concerning crime in American Libraries send a stamped, self-addressed envelope to: Alan Jay Lincoln, Library Crime Research Project, 12 Littlehale Road, Durham, NH 03824.



PERSONNEL COMMITTEE: ANNUAL REPORT

With the publication of the Personnel Committee's Inquiry Team Report on the Bowman case in the May issue of the RILA Bulletin, the long and arduous process of handling the first grievance filed under the Association's procedures came to a close. The Committee is now analyzing lessons learned and will refine and modify the grievance procedures as necessary. Grievance procedures adopted by other state associations are also being studied with a view to adopting useful portions. As this report is written, another inquiry has been received indicating that a Request for Action may be anticipated.

The second annual salary survey was conducted in cooperation with DSLS and the results have been analyzed and discussed in an article to appear in the September issue of the RILA Bulletin. The survey will also be the subject of discussions during the Annual Conference. Continuing efforts are being made to obtain compatible data from neighboring states.

The Committee has begun to investigate the issue of Pay Equity and will sponsor a program centered on this issue at the Annual Conference.

The Committee has recently been requested by the Executive Board to recommend to the Executive Board an appropriate minimum salary for positions advertised in the RILA Bulletin and to recommend to the Executive Board a policy on the larger issue of salaries in RI libraries. This recommended policy will be discussed at the Annual Conference.

The Subcommittee on continuing education is planning a series of workshops aimed at middle managers to commence later this year. The workshops will address the subjects of performance evaluation, staff, communications, volunteers, training, management styles and interviews.

During the year, David Murray and Sally Grucan resigned and Christian King was appointed to the Committee.

Earl R. Schwass, Chair
Judith B. Barnett
Jody Bush
Janice DiFranco
Florence Koksansky
Sally Grucan
David Murray
Thomas Surprenant
Susan R. Waddington
Christian King



PUBLIC RELATIONS COMMITTEE: ANNUAL REPORT

The Committee began the year by soliciting help from the library community via a questionnaire in the RILA Bulletin. Through the response to the questionnaire: What's Special About You? we set up a file listing R.I. librarians willing to speak to community groups. The file also gives information on librarians willing to participate in television or radio spots for RILA.

Fine-free week was our next effort. It was held during National Library Week and 24 Rhode Island libraries participated. It was quite a success. This special week was advertised through T.V. spots, radio spots, newspaper pictures, articles and personal ads.

The Committee wrote, directed and produced two television spots stressing the library as a good place to borrow materials that would be very costly to buy. These spots were made at WPRI, Channel 12, and were also shown on Channels 4 and 10. Howard Boksenbaum and Peggy Shea acted in them. (Lauri Burke's hands can also be seen in one spot, check for the nasty hang-nail on the left hand!)

A set of library photos, hours, special collections and annual events has been compiled by the Committee. Some of this information will be used in the literature published by the Rhode Island Department of Economic Development.

The Committee has also helped to publicize the Library Fair sponsored by the Coalition of Library Advocates, and the Rhode Island Library Association Fall Conference. A program at the fall conference entitled "Improving Your Public Relations" is being sponsored by the Public Relations Committee.

Lauri Burke, chair
Sylvia Krausse
Diane Martin
Barbara Wilson
Shiela Carlson

Thomas G. Brennan
Christine Love
Anne Toll
Arthur Young
Eileen Socha



RILA BULLETIN: ANNUAL REPORT

For the 1981/82 year, the RILA Bulletin continued to be published each month with a combined July/August issue. Sondra Giles joined the Bulletin staff this year in the newly-created position of news editor. As a result of Sondra's excellent work, RILA members have been kept informed about the latest developments concerning the Executive Board, RILA committees, library related meetings, personnel changes, etc. Chris LaFauci, advertising manager and Elizabeth Rogers, Jobline compiler, resigned this year. Their positions were filled by Martha Habeshian and Lucinda Manning, respectively. Carol Hryciw also resigned as a contributing editor, but it was decided not to seek a replacement due to increasing use of guest editors.

Guest editors continued to provide excellent reading for RILA members on such varied topics as children's services, fund raising and low-cost programming. The December 1981 issue saw the publication of the first author/title/subject index for the Bulletin. Another important first was the publication in the Bulletin of a personnel grievance investigated by the RILA Executive Board and the Personnel Committee. The RILA Bulletin staff are:

Deborah Barchi, Editor-in-chief
Sharon Charette, Production Editor
Sondra Giles, News Editor
Lea Bohnert, Contributing Editor
Mary Frances Cooper, Jobline Mailing
Gaile DeStefano, Calendar
Martha Habeshian, Advertising
Dena Janson, Mailing
Lucinda Manning, Jobline

RHODE ISLAND LIBRARY ASSOCIATION

ANNUAL CONFERENCE

Program

November 8 and 9, 1982

MONDAY, November 8

- 8:15 - 3:30 p.m. REGISTRATION -- Visit the EXHIBITS, open 8:30-8:00
- 9:00 - 10:30 a.m. "GETTING YOURS" - BEING AN INFORMATION BROKER
--Speaker: Matthew Lesko, founder of Washington
Researchers, author of Getting Yours
Establishing an information brokerage service will be the
topic of this presentation.
- 9:00 - 10:30 a.m. ETHICAL ISSUES IN LIBRARIANSHIP
--Speakers: Kendall Svengalis, Law Librarian, R.I.
Supreme Court Library;
Carolyn A. Waller, Medical Librarian, Levy
Library, Emma Pendleton Bradley Hospital
Problems and issues involved in handling medical and legal
questions will be explored.
- 9:00 - 10:30 a.m. A NEW APPROACH TO COORDINATED COLLECTION DEVELOPMENT
--Speaker: E. J. Josey, Bureau of Specialist Library
Services, New York State Education Dept.
Mr. Josey will share with us his experiences with a new
approach to coordinated collection development.
- 10:30 - 1:30 p.m. EXHIBIT TIME !!! Come and Visit the Exhibitors!
- 12:00 - 2:00 p.m. LUNCHEON
- 1:30 - 3:00 p.m. WE'VE COME A LONG WAY, MAYBE! THE ISSUE OF PAY EQUITY
--Speaker: Margaret Meyer, Director, Office for
Library Personnel Resources, American
Library Association
This session, sponsored by the RILA Personnel Committee,
will not only deal with the pay equity issue but also with
the salary survey.
- 1:30 - 3:00 p.m. SEE AND BE HEARD: MAKING EFFECTIVE USE OF CABLE TV
--Speakers: Peter Senton, Director, Arlington (Mass.)
Public Library; Ron Heroux, Communications
Management Specialist, Naval Underwater
Systems Center; Fay Zipkowitz, Director, R.I.
Department of State Library Services

A series of presentations dealing with the use of cable TV
in Rhode Island and elsewhere. Sponsored by the Special
Libraries Association.

TUESDAY, November 9

WORKSHOPS

- 8:15 - 2:15 p.m. REGISTRATION
- 9:00 - 11:00 a.m. STRESS MANAGEMENT WORKSHOP
--Speaker: Dr. Thomas Pustell, Director of Counselling Center, Rhode Island College
Techniques for coping with and recognizing various aspects of stress in our everyday day lives will be discussed and demonstrated.
- 9:00 - 11:00 a.m. SKELETONS AND HORSE THIEVES: GENEALOGY RESEARCH
--Speakers: Christine Lamar, Reference Librarian, Rhode Island Historical Society;
David Dumas, Attorney, Genealogical consultant
A summary guide in workshop format to the materials and techniques of genealogical searching.
- 11:15 - 12:15 p.m. RILA BUSINESS MEETING
- 12:30 - 2:00 p.m. AWARDS LUNCHEON
- 2:00 - 5:00 p.m. BLOOD FROM A STONE: GRANTMANSHIP
--Speaker: Richard Smith, Department of Community Affairs
Fooling with foundations isn't fun but Rick Smith tries to make it less painful as he reviews the basics of proposal development and fund raising.
- 2:00 - 5:00 p.m. STRESS MANAGEMENT WORKSHOP
--Speaker: Dr. Thomas Pustell, Director of Counselling Center, Rhode Island College
This workshop is so important that an expanded version of the morning program is being offered.
- 2:00 - 5:00 p.m. THE PRINCE SYSTEM™: DEVELOPING POLITICAL STRATEGIES
--Speaker: William Coplin, Syracuse University, co-author of Everyman's Prince
The speaker will provide a short description of the Prince system and the development of political strategies. Sponsored by RILA Government Relations Committee.

NO SMOKING PLEASE
IN THE MEETING ROOMS

PRE-REGISTRATION FORM AND INFORMATION ARE FOUND ON THE COLOR INSERT IN THIS ISSUE. THE FORM ALSO APPEARED IN THE SEPTEMBER ISSUE.

Rhode Island Library Association

A N N U A L C O N F E R E N C E, November 8 and 9, 1982

Sheraton-Islander Inn, Newport, R.I.

CONFERENCE PREREGISTRATION FORM

Preregistration form due by October 29, 1982.

NAME _____

TITLE/POSITION _____

AFFILIATION _____ (for name tag)

ADDRESS _____

FEES: Please check appropriate boxes

RILA/RIEMA

* MEMBERS: Two days \$10.00

One day \$ 5.00 Please indicate day: Mon Tues.

NONMEMBERS: \$15.00 Please indicate day(s):

Monday Tuesday

LUNCHEONS: Monday \$10.00 Chicken mixed grill.

Tuesday \$10.00 Beef Tips a la Stroganoff ***AWARDS LUNCHEON ***

TOTAL ENCLOSED: _____

TUESDAY REGISTRANTS please indicate which workshops you plan to attend. Please note that some workshops limit the number of

FEEES: Please check appropriate boxes

RILA/RIEMA

* MEMBERS:

Two days \$10.00

One day \$ 5.00 Please indicate day: Mon Tues.

NONMEMBERS:

\$15.00 Please indicate day(s):

Monday Tuesday

LUNCHEONS: Monday \$10.00 Chicken mixed grill.

Tuesday \$10.00 Beef Tips a la Stroganoff ***AWARDS LUNCHEON ***

TOTAL ENCLOSED: _____

TUESDAY REGISTRANTS please indicate which workshops you plan to attend. Please note that some workshops limit the number of participants.

9-11:00 a.m. _____ Stress(limited to 45) _____ Genealogy

2-5:00 p.m. _____ Grantmanship _____ Prince System

_____ Stress (limited to 45)

*(Registration fees at the Conference for members: \$6.00 for one day, \$12.00 for two days)

MAKE CHECKS PAYABLE TO RHODE ISLAND LIBRARY ASSOCIATION

SEND REGISTRATION FORM AND PAYMENT TO: BARBARA WILSON
R. I. Dept. of State Library Services
95 Davis St.
Providence, RI 02908

Hotel registration form is in RILA Bulletin's September and October issues.

IMPORTANT NOTICE: *Earl Schwass, RILA Personnel Committee Chair, plans to make a motion to approve the following resolution at the Annual Business Meeting on November 9, 1982. Please read the resolution carefully and be prepared to discuss the motion at the meeting.*

A. T. Parent, President

RESOLUTION

Whereas, librarians should be paid a minimum annual salary commensurate with the unique and valuable services they provide to their publics and to their communities;

Whereas, the beginning annual salary offered to librarians by employers may be depressed because of limited job opportunities for librarians and because many librarians are women;

Whereas, the RILA Bulletin and other Rhode Island Library Association publications are financially supported by the members of the Association;

Whereas, all librarians should be concerned about the failure of employers to offer an appropriate minimum salary for all positions;

And whereas, it is important to take a beginning step in upgrading salary standards for all library positions;

Therefore, be it resolved that the Rhode Island Library Association establishes as policy the practice of appending a statement to any full-time job openings for librarians advertised or listed in its publications when the annual salary for such jobs is less

employers may be depressed because of limited job opportunities for librarians and because many librarians are women;

Whereas, the RILA Bulletin and other Rhode Island Library Association publications are financially supported by the members of the Association;

Whereas, all librarians should be concerned about the failure of employers to offer an appropriate minimum salary for all positions;

And whereas, it is important to take a beginning step in upgrading salary standards for all library positions;

Therefore, be it resolved that the Rhode Island Library Association establishes as policy the practice of appending a statement to any full-time job openings for librarians advertised or listed in its publications when the annual salary for such jobs is less than \$13,000 in 1983. Said statement would indicate that the salary for this position falls below the minimum recommended salary for a beginning librarian. Such minimum annual salaries in future years will be determined by a vote of the membership at each annual meeting of the Association.

Be it further resolved that the American Library Association Councilor for the Rhode Island Library Association be directed to inform the ALA Council of the action taken on this day by the Rhode Island Library Association and be authorized to draft a similar resolution concerning the listing of librarian positions in ALA publications and placement services for adoption by the American Library Association.

Approved by the RILA Executive Board, September 28, 1982

HOTEL REGISTRATION FORM

SHERATON-ISLANDER INN
Goat Island, Newport, R.I. 02840
849-2600

NAME _____

ADDRESS _____

Please reserve: _____ Single Occupancy room, \$50.00 plus tax

_____ Double occupancy room, \$55.00 plus tax

Arrival date _____ Time of arrival _____ a.m.-p.m.

Departure Date _____

Number of Persons _____

- Room reservations not held after 6 p.m. unless secured with deposit
- No charge for cancellations received 72 hours prior to arrival date
- Cancellations received less than 72 hours prior to arrival date will be charged for one (1) nights lodging

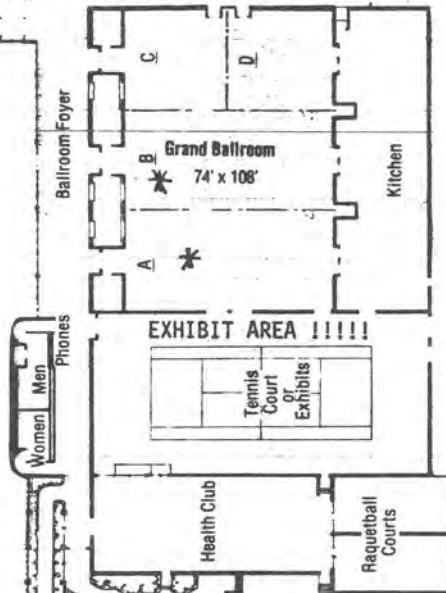
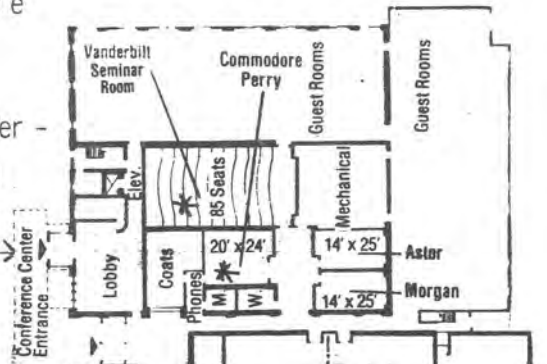
SEND BEFORE OCTOBER 18 to: Reservation Department
Sheraton-Islander Inn
Goat Island
Newport, RI 02840
(401) 849-2600

RILA Annual Conference
November 8 and 9, 1982

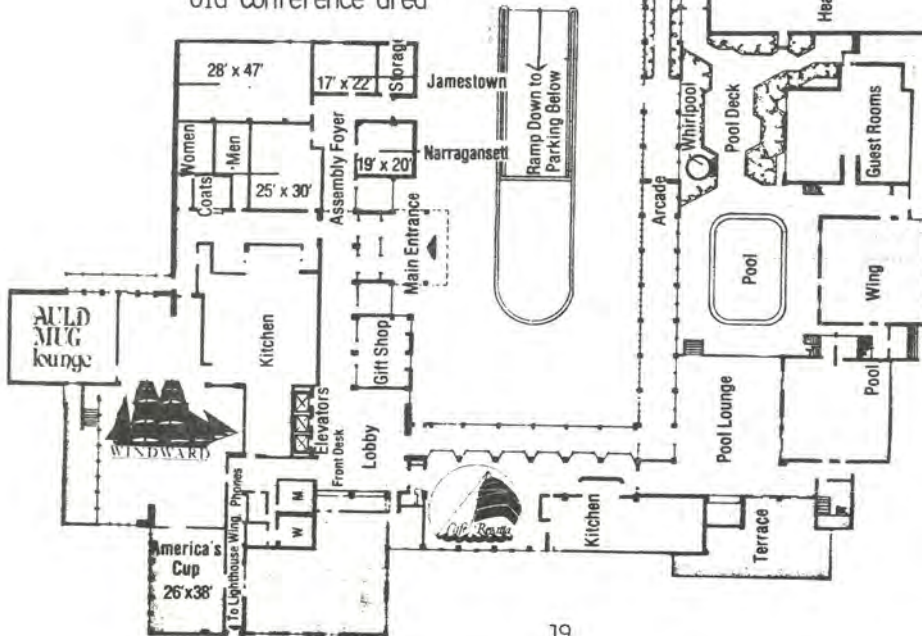
The same site - Sheraton-Islander -
but New Facilities!!!!

New Conference area →

The Sheraton-Islander Inn has built a new conference area. The exhibits and all meeting rooms are on the same level within the Conference complex. RILA will be using Ballrooms A and B, the Vanderbilt and the Commodore Perry Rooms.



Old Conference area





CONFERENCE HIGHLIGHTS

A NEW APPROACH TO COORDINATED COLLECTION DEVELOPMENT - E. J. JOSEY

Monday, November 8, 9:00-10:30 a.m.

In an era of disappearing funds and tighter budgets, library patrons are still demanding access to more and more information. In order to meet these demands Librarians must make some difficult decisions in collection development. The coordination of collection development is an important option which librarians should consider. A new approach to this old solution will be introduced by E. J. Josey who will share his experiences with coordinated collection development. Mr. Josey is presently the Chief of the Bureau of Specialist Library Services of the New York State Education Department.

Besides being active in academic and public librarianship, Mr. Josey is also an educator and author. He has written more than 200 articles in library, education and history journals and has authored and edited eight books in the field of library science. His newest book, Ethnic Collections in Libraries, will be published in November of 1982.

Mr Josey is also very active in the field of human rights and is an officer of the Albany Branch of the NAACP. As an active member of ALA (for more than 25 years) he founded the Black Caucus. He was awarded the Joseph W. Lippincott Award for his work in helping to eradicate racial discrimination from the library field.

WE'VE COME A LONG WAY, MAYBE! THE ISSUE OF PAY EQUITY - MARGARET MYERS

Monday, November 8, 1:30-3:00 p.m.

Librarians have always fought for salaries which more adequately reflect their professional and educational status. One issue has recently come to the forefront which is of particular concern to the library field - pay equity. Pay equity addresses the problem of workers in traditionally female occupations being paid less than workers in comparable and usually traditionally male occupations. The issue of pay equity for library workers will be explored by Margaret Myers who is Director of the Office for Library Personnel Resources at ALA. In her presentation, she will discuss why and how this issue is emerging, the issues and struggles involved, and some actual cases in the library field. Ms. Myers will also talk about raising awareness and the strategies and tactics librarians can use to help change the situation.

IMPROVING YOUR PUBLIC RELATIONS - ROBERT A. HENAULT-BRONSON

Monday, November 8th, 1:30-3:00 p.m.

"Improving Your Public Relations" will be a 90 minute presentation with audience participation given by the dynamic Robert Bronson of Sunrise Corporation. This presentation will focus on using media appropriately, targetting your message to the right audience, support groups and networking, and better relations with media. Robert Bronson is the President and Creative Director of the Sunrise Corporation, located in Providence, R.I..

UNIONS IN LIBRARIES - NANCY E. PEACE

Monday, November 8, 3:15-4:30 p.m.

As librarians come to grips with the economic realities of their own existence, they more often find themselves dealing with the issue of organizing and considering the benefits of being part of an union. The current status and changing prospects of unionization of professional librarians will be examined by Nancy E. Peace, Associate Professor at Simmons College's Graduate School of Library and Information Science. She will discuss the advantages and disadvantages of collective bargaining for librarians and suggest strategies for increasing bargaining effectiveness.

"DEAR DIARY", "AM I NORMAL?"

Monday, November 8, 3:15-4:30 p.m.

The issues of children's intellectual freedom, children's and parents' rights, and the responsibility of school and public libraries to offer sexual information to youngsters in an age of epidemic teenage pregnancy and venereal disease will be addressed by Jan Wood-Thomas from Scituate Jr.-Sr. High School, Melody Brown, Supervisor of Young Readers' Services at the R.I. Department of State Library Services, Goldie Eder, a social worker from Concord and two teenage panelists. This panel will discuss and react to two award-winning films on teenage sexual development.

Am I Normal? is a situation comedy about the experiences boys go through during puberty. Using fictional characters and a humorous story line it presents the facts about male sexual development, while raising important issues about masculinity, identity and peer pressure. The companion film for girls, Dear Diary, is a funny and educational film about female puberty. It both raises and answers the key questions teenagers have as they enter puberty. Both films take an entertaining but informative approach to sex education for young teens.



PRESIDENT'S SPEAKER--GENEVIEVE M. CASEY

"NETWORKING IN A PERIOD OF FISCAL RESTRAINT"

MONDAY, NOVEMBER 8, 5:00 - 6:00 P.M.

Genevieve M. Casey is currently a Professor in the Division of Library Science of Wayne State University in Detroit. Ms. Casey became familiar to a few Rhode Island librarians when she spoke on networking at SANDLS (Systems and Network Development Leadership Seminar) in Boston in November of 1980. All who heard her there returned from that seminar praising both the content and style of her presentation.

Professor Casey has taught at Wayne State since 1967. During the intervening years she has also been a Fulbright Professor at the University of Brasilia in 1979, and has lectured as visiting professor for three separate terms at the University of Hawaii, and for one term at the University of Washington. Her areas of special competence in library education include Public and State Libraries, Interlibrary Cooperation, Continuing Education, Service to the Aged, and to the Disadvantaged and Institutionalized. She was State Librarian of Michigan from 1961 to 1967, and Chief of the Extension Department at Detroit Public Library prior to that time.

A respected scholar and active participant in numerous library organizations, Ms. Casey has published widely in many national and local publications including Library Trends, Library Journal, Public Libraries, and American Libraries, to name just a few. She is a member of Beta Phi Mu, and Kappa Gamma Pi, was Michigan Librarian of the Year in 1978, and received the 1979 Exceptional Service Award from the Association of Specialized and Cooperative Library Agencies.

Fiscal restraint is a fact of libraries' existence nationwide. Ms. Casey is certainly well qualified to speak on the subject of networking in such a period. Hopefully, her presentation will be well attended by RILA Annual Conference attendees on November 8 at 5:00 p.m.

STRESS MANAGEMENT WORKSHOP - THOMAS PUSTELL

Tuesday, November 9, 9:00-11:00 a.m. AND 2:00-5:00 p.m.

Despite our image of functioning in quiet, sequestered, ivory towers, known as libraries, librarians are finding that they are not immune to the stress of today's life. Dr. Thomas Pustell from Rhode Island College will talk about stress management in everyday life including the work place. His presentation will cover relaxation training and the influence of personal belief systems. The program format will encompass informal lecture and discussion as well as demonstrations of techniques. This workshop will be invaluable to anyone who feels harried and hassled, and would like to find out how to cope with today's pressures.

SKELETONS AND HORSE THIEVES: GENEALOGY RESEARCH

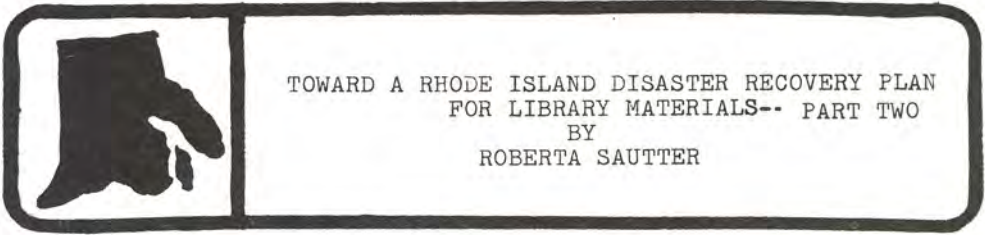
Tuesday, November 9, 9:00-11:00 a.m.

With the resurgence of interest in family history, genealogical research is no longer restricted to blue bloods and May Flower descendants. For the librarian besieged by inquiring patrons and bewildered by the wealth of sources, the workshop offers guidance. Christine Lamar has designed an illustrated tour through the collection of the Rhode Island Historical Society with an accent on the basic tools of the trade. Noted consultant and lecturer David Dumas will address the trials, tribulations and the joys of the search technique. By the workshop's end you should have a greater awareness of those resources and collections available to aid in your patrons' quest for the skeletons hiding in their closet.

BLOOD FROM A STONE: GRANTMANSHIP - RICHARD SMITH

Tuesday, November 9, 2:00-5:00 p.m.

Money is tight but inflation is booming, and everyone's budget needs bolstering. As sources for supplementary, and essential, funding, foundations and government agencies appear natural resources. Mining for these riches, however, is not an easy task. To assist the librarian (as professional guide and applicant), Rick Smith is presenting an introductory tour through the mazes of grants and proposal writing. With his help, you should emerge with a knowledge of the materials and techniques of searching and strategies - if not a pot of gold.



TOWARD A RHODE ISLAND DISASTER RECOVERY PLAN
 FOR LIBRARY MATERIALS-- PART TWO
 BY
 ROBERTA SAUTTER

INFORMATION NEEDED FOR DISASTER PLANNING

- I. Name of institution: _____
- II. Date of completion or update of this form: _____
- III. Staff members to be called in case of disaster:

<u>Position</u>	<u>Name</u>	<u>Home Phone</u>	<u>Specific Responsibility in Case of Disaster</u>
Chief Administrator	_____	_____	_____ _____ _____ _____
Person in charge of building maintenance	_____	_____	_____ _____ _____ _____
Cataloger/ Registrar	_____	_____	_____ _____ _____ _____
Preservation administrator or conservator	_____	_____	_____ _____ _____ _____
In-house disaster recovery team members	_____ _____ _____ _____	_____ _____ _____ _____	_____ _____ _____ _____

IV. Other services possibly needed in an emergency:

<u>Service</u>	<u>Company and/or Name of contact</u>	<u>Telephone number</u>
Fire Department	_____	_____
Police or Sheriff	_____	_____
Ambulance	_____	_____
Civil Defense	_____	_____
Regional Conservation Center/Disaster Assistance	Northeast Document Conservation Center Andover, MA	617-470-1010
Insurance company	_____	_____
Legal advisor	_____	_____
Electrician	_____	_____
Plumber	_____	_____
Carpenter	_____	_____
Exterminator	_____	_____
Chemist	_____	_____
Mycologist	_____	_____
Locksmith	_____	_____
Utility companies	_____	_____
Architect or Builder	_____	_____
Janitorial service	_____	_____

V. Upkeep Checklist:

	<u>Date Checked</u>
A. Locks of doors & windows secure & keys accounted for?	_____
B. Emergency numbers posted near every telephone?	_____
C. Last inspection by local fire department official?	_____
1. Fire extinguishers updated & operable?	_____
2. Smoke alarms operable?	_____
3. Sprinkler system operable?	_____
4. Water detectors operable?	_____
5. Halon system operable?	_____
D. Flashlights operable: (one in each Dept., public desk and Civil Defense shelter)	_____
E. Transistor radio operable?	_____
F. Staff familiarized (by tour, not map) with location of fire extinguishers, flashlights, radio, CD shelter, & where to reach members of disaster recovery team?	_____
G. Last fire drill?	_____
H. Last Civil Defense drill?	_____
I. Date of last analysis & update of insurance coverage?	_____

INSERT COPIES OF LAST INVENTORY REPORT & INSURANCE POLICIES HERE

VI. In-House Emergency Equipment:
(List locations and attach floor plans with locations labeled)

A. Main utilities:

1. Main electrical cut-off switch:
2. Main water shut-off valve:
3. Main gas shut-off:
4. Sprinkler system:

B. Nearest CB radio:

C. Fire extinguishers:

D. Smoke alarms:

E. Portable pump (if one on site):

F. Plastic sheeting (stored with scissors & tape):

G. Paper towel supply (if kept on site):

H. First aid kit:

Have all members of Disaster Team toured A-H above?

Date

VII. Off-Site Emergency Equipment & Supplies:

<u>Item</u>	<u>Supplier</u> <u>(company or institution or name)</u>	<u>Phone Number</u>
Library trucks	_____	_____
Drying space	_____	_____
Refrigerator trucks	_____	_____
Deep freeze facilities	_____	_____
Dehumidifiers	_____	_____
Plastic crates such as used to transport milk cartons	_____	_____
Portable electric sump pump	_____	_____
Heavy duty extension cords	_____	_____
Rolls of plastic sheeting	_____	_____
Electric fans	_____	_____
Extra security personnel	_____	_____
Thymol crystals & denatured alcohol	_____	_____
Unprinted newsprint	_____	_____
Dry ice	_____	_____
Freezer or wax paper	_____	_____
Plastic trash bags	_____	_____
Paper towels	_____	_____
Water hoses	_____	_____
Sponges, mops, pails	_____	_____
Brooms	_____	_____
Rubber gloves	_____	_____

VIII. Priorities

Compile a list for each department and for each office of materials which should be salvaged first following a disaster. Keep these considerations in mind when setting priorities:

- A. Can the item be replaced? At what cost? (Cost figures should include ordering, cataloging, etc. in addition to the purchase price.)
- B. Would the cost of replacement be less or more than the cost of restoring the object?
- C. How important is the object to the collection?
- D. Is the object available elsewhere?

IX. Disaster Team Records:

Who on the full-time staff has a copy of this plan and is familiar with its content?

List all locations where this plan is on file (on and off the premises).

X. Procedures:

Compile and attach a list of procedures to be followed in case of disaster, which will accommodate your institution's particular needs. Use these books as guidelines:

Bohem, Hilda. Disaster Prevention and Disaster Preparedness. Berkeley: Office of the Assistant Vice President -- Library Plans and Policies, Systemwide Administration, University of California, April, 1978.

Waters, Peter. Procedures for Salvage of Water-Damaged Library Materials, 2nd ed. Washington: Library of Congress, 1979.



RILA PERSONNEL COMMITTEE: Report of the Second
Annual Salary Survey--1981

by
Thomas T. Surprenant, Janice DiFranco, & Judith
Barnett, with the assistance of Lynn Kaplowitz

Introduction

The RILA Personnel Committee is pleased to report that one hundred percent (100%) of the libraries in the state of Rhode Island responded to the 1981 salary survey. For the statistics to become increasingly important it is necessary that we continue to receive salary questionnaires from all public libraries in the state. In this way we can help monitor the economic health of the profession in Rhode Island by providing you with comparative data that can be of assistance in budget deliberations. This year we have continued the comparisons with Massachusetts despite some troublesome drawbacks. The committee feels that comparisons with other states provides perspective that is greatly needed when taking a look at professional and non-professional salary structures. In fact, feedback to the committee has shown that the salary survey is being used in budget preparation by RILA libraries.

This article is a follow-up analysis of the summary statistics presented in the January 1982 RILA Bulletin. It was not until May that the Massachusetts figures were made available to the committee. This year we have also decided to include some selected salary statistics from Connecticut in order to give you some idea of the salary structure in comparison with our other neighbor.

Preliminaries

From the experience we had last year we revised and updated the survey questionnaire in order to make it easier to fill out. The Department of State Library Services (DSLS) did the revision and included the questionnaire as part of the required annual report package. The result was a one hundred percent (100%) return. Thus, for the first time all Rhode Island public libraries participated in the salary survey. The questionnaires were sent to the University of Rhode Island Graduate Library School where the cover sheets were removed and each library received a random number. This procedure insured the anonymity of the respondents. Ms. Lynne Kaplowitz did the tables by abstracting the information from the questionnaires. The RILA Personnel Committee acted as initiator and coordinator of the salary survey and supplied the co-authors of this report. While the committee provided encouragement and support, the authors are completely responsible for the content of this article.

The Survey

The salary survey questionnaire was sent out to forty-four (44) public libraries during the summer of 1981. Table 1 shows the distribution by population, of the public libraries in Rhode Island.

TABLE 1 SURVEY RESPONSES

POPULATION	NUMBER OF RESPONSES	
	<u>1981</u>	<u>1980</u>
0 - 4,999	7	5
5,000 - 9,999	8	3
10,000 - 24,999	18	15
25,000 +	11	9
	—	—
	44	32

As you can see, the response was more than last year (76%) and it reflects the total population of libraries in the state. Since the state has a fairly small number of libraries, the importance of total participation cannot be understated.

Interpretation

In order to best interpret the results of the survey, and to avoid misinterpretation, some critical concerns have to be addressed. The first is the question of comparability with the 1980 survey. As reported above, the 1980 survey has a seventy-six percent (76%) response rate while the 1981 survey had a hundred percent (100%) rate of return. Are the results completely comparable? The answer is no; since the size of the sample is so small, large swings can occur when reporting the results. Thus, be aware that some of the differences reported in the analysis are the result of the difference between 76% and 100% of the reporting libraries and not necessarily real salary differences. Second, is it right to compare Rhode Island with Massachusetts and/or Connecticut? We feel that it is valid to compare Rhode Island with Massachusetts but not with Connecticut. The 1982 World Almanac has the latest per capita income statistics.

TABLE 2

Per capita income: Connecticut, Massachusetts and Rhode Island²

<u>State</u>	<u>Year</u>		
	<u>1978</u>	1979	1980
Connecticut	8,973	10,129	11,720
Massachusetts	7,952	8,893	10,125
Rhode Island	7,628	8,510	9,444

The per capita difference between Rhode Island and Massachusetts is \$681; the difference with Connecticut is \$2,276. Thus, while there is a difference of almost \$700 per capita between Massachusetts and Rhode Island, a direct comparison is valid as long as you keep in mind that they are close in per capita income. The most serious question that has to be considered is that of means versus medians in the tables. Last year we reported the median salary ranges for Massachusetts. This year, the only information available at this time were the mean salaries. Thus, it is not possible to compare our median salary ranges with the mean salary ranges listed for Massachusetts. (See below for an explanation of mean and median salaries.) The mean salaries for Massachusetts are included in the tables for reference only. Do not make direct comparisons with the median salaries listed for Rhode Island.

Analysis

A word of explanation is necessary for the tables below. For the salary ranges, each table is divided into categories of jobs by population size with the lowest reported salary, median or mid-point of the range and the highest reported salary. The figures for 1980 and 1981 are included. The Massachusetts figures for 1981 are in parentheses. The middle column reports the Median Rhode Island salaries and the Mean Massachusetts salaries. Where median figures are unavailable there is a line (-----).

TABLE 3

SALARY RANGES FOR SELECTED POSITIONS BY POPULATION GROUP:
LESS THAN 5000 POPULATION

<u>FULL-TIME</u>	<u>HIGH</u>		<u>MEDIAN</u>		<u>LOW</u>	
	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>
Library Director	12,000	11,321 (15,652)	-----	----- (12,255)	-----	6,900 (8,000)
<u>PART-TIME</u> (per hour)	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>
Library Director	5.27	5.35 (8.73)	4.75	4.87 (4.30)	4.00	4.00 (2.50)
Assistant Director	4.61	4.31 (6.68)	-----	----- (4.01)	4.45	3.85 (2.88)
Staff Librarian	5.20	4.85 (5.68)	-----	3.35 (4.11)	5.00	3.10 (2.40)
Library Technician	4.12	3.85 (5.50)	3.50	3.35 (3.99)	3.35	1.11 (2.90)
Clerical	3.50	3.10	-----	3.10	3.35	3.10
Custodial	3.50	3.50	-----	-----	3.35	3.10
Pages	3.35	3.10	-----	3.10	-----	3.10

Last year we stated that libraries who serve populations of less than 5,000 tend to have lower salaries than other population categories in Rhode Island. The results of the 1981 survey show that a considerable change has taken place. The high salary, for the director of the library, showed an improvement of \$679 over

the 1980 survey. This represents a six percent (.06) change in the reported salaries. More important, however, is that no other salaries were reported for 1981. From the data at hand, there seems to be a considerable improvement in the financial status of full-time library directors for libraries serving less than 5,000. The top salary for the library director in the 5,000-9,999 population category is \$3,000 more than the top salary for less than 5,000. But the top salary for less than 5,000 population is \$1500 more than the lowest salary in the 3,000-9,999 group. It is also interesting to note that the low salary for the 10,000-24,999 population group is the same as the salary (\$12,000) for under 5,000. Thus, if the reported data are correct, beginning salaries for all library directors serving populations of 1-25,000 are virtually the same. There has been little improvement in the wage structure for part-time professional positions. Differences for high hourly wages for professional staff range from \$1.92 per hour to \$1.85 in wages for clerical, custodial and pages. At the low end of the scale, staff librarians make \$1.00 per hour more than library directors, while library directors make \$.65 more than non-professional staff. For this population category, reliance on part-time assistance is not financially rewarding for professional librarians. Given the amount of education necessary to receive an MLS, or a BA or BS for that matter, compared to the education necessary to be a custodian there is a lack of incentive for educational advancement.

TABLE 4

SALARY RANGES FOR SELECTED POSITIONS BY POPULATION GROUP:
5,000 - 9,999 POPULATION

<u>FULL-TIME</u>	<u>HIGH</u>		<u>MEDIAN</u>		<u>LOW</u>	
	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>
Library Director	15,000	13,500 (25,500)	12,840	---- (14,980)	10,000	6,225 (10,207)
Staff Librarian	10,820	----	----	----	----	----
<u>PART-TIME</u> (per hour)	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>
Library Director	7.00	5.77 (9.98)	5.00	---- (5.63)	3.35	3.75 (2.34)
Assistant Director	3.85	----	----	----	----	----
Staff Librarian	5.00	3.25 (7.26)	----	---- (4.83)	----	---- (3.10)
Lib. Assoc./ Sr. Lib. Tech.	4.31	3.35 (7.11)	4.00	---- (4.84)	3.60	---- (3.10)
Library Technician	5.69	4.35 (6.46)	3.88	---- (4.20)	3.35	3.60 (3.10)
Clerical	3.65	3.10	3.35	----	2.30	2.40
Custodial	4.69	4.38	3.75	----	3.50	3.69
Pages	3.35	3.10	----	----	----	----

The population category 5,000-9,999 shows the greatest increase in response for the 1981 survey. As Table 1 shows, the responses for 1980 were three (3) and for 1981 were eight (8). Thus, a more accurate analysis can be made for librarians in this population category. The most striking difference is that the low reported salary went up \$4,275 for the library director position. A possible explanation for this large a jump as well as the absence of a low category for the less than 5,000 population group is that some positions went from full-time to part-time. The median salary for library directors is \$840 over the high reported salary in the less than 5,000 group. When compared to the 10,000-24,999 population category there is a difference of \$7,700 between the top salaries for library directors. The median salary for the 5,000-9,999 population group is \$4,709 less than the median for the 10,000-24,999 group. At the low end of the salary category for the library director, the 5,000-9,999 position is \$1500 less than for those in the low grouping for library director in the 10,000-24,999 population. However, the high director salary is \$3,000 more than the low in the 10,000-24,999 category. Comparing staff librarians is difficult because only one figure is reported for the 5,000-9,999 population group. It is over \$1,800 higher than the low but over \$1,600 less than the median for these serving 10,000-24,999. It is also interesting to note that the top salary for library directors in the 5,000-9,999 group is \$2,300 less than the top staff librarian and a bit over \$500 less than the top branch librarian in the 10,000-24,999 group.

The spread of wages for part-time library directors and non-professional, custodial and clerical is better than the under 5,000 population group. The differences for library director are \$3.65/hour for the high, \$1.25 for the median but \$.15 at the low end. Thus, some clerical and custodial staff make more per hour than some professional librarians or part-time employees. The transition position between the professional and non-professional, the library technician, shows a much narrower range of pay for part-time with library directors. It is a difference of \$1.31 an hour at the top and exactly the same at the bottom of the scale. From these figures, one can only conclude that there is little incentive to go for the MLS from the technician position. The low salary at the library director level, by itself, would not seem particularly attractive. However, the mean and high salaries would seem to be sufficient to attract well-qualified professionals. Hopefully, the low salary will improve to the point where it is more acceptable.

Table 5 shows the salary ranges for the 10,000-24,999 population base. A look at the table reveals that the low end of the salary range for all positions is somewhat weak. However, it must be pointed out that, compared to the mean salaries for the same levels, Rhode Island is in a much stronger position than Massachusetts. At the high end there is, for the most part, a considerable difference with the high end of the 25,000+ population. Comparing the high end of the 10,000-24,999 with the low end of the 25,000+ provides some interesting results. The library director at the high end of the salary range for this group makes \$6500 more than the low end of the 25,000+ population group. Similar differences can be found for these in other professional positions. In four areas, the salaries for staff in the 10,000-

TABLE 5

SALARY RANGES FOR SELECTED POSITIONS BY POPULATION GROUP:
10,000 - 24,999 POPULATION

<u>FULL-TIME</u>	<u>HIGH</u>		<u>MEDIAN</u>		<u>LOW</u>	
	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>
Library Director	22,800	20,800 (28,704)	17,549	16,500 (18,891)	12,000	12,500 (5,400)
Assistant Director	16,470	15,250 (21,632)	12,000	10,835 (14,990)	9,504	9,002 (7,000)
Senior Librarian	17,000	15,250 (21,384)	16,789	13,000 (16,436)	13,824	12,800 (12,288)
Staff Librarian	17,300	16,025 (19,475)	12,500	12,633 (13,876)	9,009	12,197 (10,312)
Branch Librarian	14,439	13,907 (17,241)	12,863	11,672 (13,879)	12,663	11,618 (11,239)
Lib. Assoc./ Sr. Lib. Tech.	14,813	10,591 (15,095)	9,072	8,658 (11,653)	8,200	7,700 (9,245)
Library Techn.	11,824	9,783 (13,957)	8,974	---- (10,007)	7,371	---- (5,814)
Clerical	11,500	9,500	9,720	7,900	7,020	5,642
Custodial	12,464	9,200	10,873	----	7,280	7,800
<u>PART-TIME</u> (per hour)	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>
Library Director	7.34	6.55	----	----	----	----
Assistant Director	----	5.17	----	----	----	----
Senior Librarian	5.85	----	----	----	----	----
Lib. Assoc./ Sr. Lib. Tech.	6.23	5.77	4.67	3.85	3.75	3.25
Library Tech.	4.92	5.27	4.00	3.95	3.35	3.10
Clerical	5.66	4.62	3.95	3.60	3.05	2.75
Custodial	4.32	4.00	3.10	3.00	3.00	3.53
Pages	3.75	3.32	3.10	3.10	2.75	2.90

TABLE 6

SALARY RANGES FOR SELECTED POSITIONS BY POPULATION GROUP:
25,000+ POPULATION

<u>FULL-TIME</u>	<u>HIGH</u>		<u>MEDIAN</u>		<u>LOW</u>	
	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>
Library Director	36,465	35,737	20,877	20,032	16,300	15,000
Assistant Director	27,332	23,036	18,817	17,639	12,000	11,114
Senior Librarian	25,721	14,334	16,387	----	13,032	13,000
Staff Librarian	18,178	16,830	12,251	11,343	10,775	9,600
Branch Librarian	21,671	20,066	18,178	19,426	11,518	9,974
Lib. Assoc./ Sr. Lib. Tech.	12,581	11,954	10,946	10,135	9,221	8,372
Library Tech.	12,912	9,979	9,651	8,071	8,337	6,079
Clerical	12,581	11,138	9,755	9,538	8,337	6,078
Custodial	15,747	16,052	11,142	8,208	6,807	7,974
<u>PART-TIME</u> (per hour)	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>
Library Director	4.60	----	----	----	----	----
Staff Librarian	7.93	7.35	----	----	6.47	6.18
Branch Librarian	7.07	9.10	6.80	----	5.92	5.48
Lib. Assoc./ Sr. Lib. Tech.	5.75	6.25	----	5.27	5.11	4.90
Librarian Tech.	5.69	5.70	4.76	4.48	4.06	4.00
Clerical	4.92	4.65	4.00	3.75	3.65	3.25
Custodial	9.53	5.27	4.87	3.50	3.75	3.58
Pages	3.80	3.24	3.25	3.10	2.30	2.40

TABLE 7

SALARY RANGES FOR SELECTED POSITIONS BY POPULATION GROUP:
MASSACHUSETTS POPULATIONS 25,000+

<u>MASSACHUSETTS</u>	<u>POPULATION AND SALARY</u>					
	<u>25,000 - 49,999</u>		<u>50,000 - 99,999</u>		<u>100,000+</u>	
	<u>1980</u>	<u>1981</u>	<u>1980</u>	<u>1981</u>	<u>1980</u>	<u>1981</u>
Library Directors	33,701 high	33,891	31,180	36,305	39,500	42,157
	20,666 mean	22,172	25,363	26,460	30,239	38,009
	9,100 low	9,100	18,862	15,816	19,110	32,372
Assistant Directors	27,901 high	30,060	26,489	28,210	31,500	35,000
	17,036 mean	18,549	19,479	20,970	24,720	30,554
	9,900 low	10,300	14,060	12,436	13,883	24,065
Senior Librarians	20,350 high	23,077	24,435	26,023	21,623	24,584
	15,450 mean	17,112	17,132	18,004	18,118	22,436
	9,468 low	10,098	13,100	12,436	12,438	21,102
Staff Librarians	18,666 high	20,696	19,474	20,739	18,075	20,252
	13,916 mean	15,399	14,590	15,367	15,509	18,693
	8,000 low	9,000	11,685	11,592	11,547	17,752
Branch Librarians	18,666 high	20,159	21,835	23,254	21,574	24,584
	14,120 mean	15,289	15,207	15,587	15,999	21,168
	7,675 low	8,513	10,221	10,870	11,421	17,752
Library Associates	15,400 high	16,632	15,475	15,475	16,299	17,458
	11,824 mean	12,965	12,552	13,220	12,788	16,203
	8,840 low	9,516	10,165	10,600	9,957	15,478

24,999 population group are better than the over 25,000 group. The high salary for the library associate/senior library technician is better by \$2232. At the median level, the senior librarian has a difference of \$402 more than the median senior librarian in the over 25,000 population category. And the median staff librarian salary is \$249 higher. At the low salary range, the senior librarian has a \$792 differential over some position in the 25,000+ population group. Salaries for technicians are also fairly close. However, there is no real competition overall with the library in the 25,000+ population group. Except for those voted, salaries in the 25,000+ population are greater than in the 10,000-24,999 category. It is noteworthy to point out that the custodial high salary level at the 10,000-24,999 population level is greater than the high salary for the library director, almost equal to the median library director salary at the 5,000-9,999 population level and better than three of the low salary levels in the 10,000-24,999 population group. A similar comparison can be made for the high custodial salary in the 25,000+ population group.

Table 6 lists the salary ranges for the 25,000+ population. In Table 7, you can see the Massachusetts salaries. In this population group, any salary comparisons with Massachusetts tend to break down. We do not have enough libraries in the 25,000+ category to be able to make worthwhile comparisons. The difference between last year and the 1981 salary survey for the top of the library director range is only \$728. The median range does better with \$845 but it is in the low range that a sizeable difference of \$1300 is shown. The rest of the professional positions show good improvement over last year with a one exception. The low end of the senior librarian salary range shows only a \$32 improvement over the 1980 survey. For the most part, professional staff at this level are paid more than staff at the 10,000-24,999 population. However, there are comparisons to note. At the senior librarian level, the median salary of the 25,000+ population is \$402 less than the 10,000-24,999. At the low end, the difference is \$792. The median salary of the staff librarian is \$249 more for the 10,000-24,999 population group but it is \$1766 less at the low end of the range.

It is still a surprise to see a part-time director at this population level. The \$4.60 an hour rate is less than many other part-time workers, both professional and non-professional. In fact, this part-time hourly rate is less by \$.67 for the under 5,000 population, \$2.40 for 5,000-9,999 and \$2.74 for 10,000-24,999.

Fringe benefits are important in the total salary picture for librarians. From Table 8 you can see that, except for bereavement leave, meetings and conferences and medical insurance, the fringe benefit structure is weak. This is particularly true in the areas of jury and military leave where employees seldom have a choice of options. The table does indicate, however, that sick leave is compensated in the majority of instances. Finally, it must be pointed out that, even in bad economic times, the vast majority of libraries grant paid leave to attend meetings and conferences. This is a healthy sign of concern for staff development and shows that RILA can be well-served by its members who are compensated for meetings and conferences.

TABLE 8

FRINGE BENEFITS FOR EMPLOYEES OF REPORTING RHODE ISLAND LIBRARIES

<u>Type of Benefit</u>	<u>Paid</u>	<u>Unpaid</u>	<u>Time Off</u>	<u>Additional Pay</u>	<u>Both</u>
Jury Leave	23	21	---	---	---
Military Leave	10	26	---	---	---
Educational Leave	6	31	---	---	---
Maternity Leave	10	27	---	---	---
Bereavement Leave	29	8	---	---	---
Meetings/Conferences	33	5	---	---	---
Paternity Leave	2	35	---	---	---
Personal Leave	9	26	---	---	---
Overtime	35	8	15	6	6
Medical Insurance	30	10	(in two cases, full-time only were paid)		
Life Insurance	9	33	---	---	---

SICK LEAVE

<u>Are full-time paid?</u>		<u>Are part-time paid?</u>	
<u>YES</u>	<u>NO</u>	<u>YES</u>	<u>NO</u>
23	4	20	11

Table 9 shows vacation leaves for both professionals and non-professionals in Rhode Island libraries. A look at this table reveals that professional librarians are not granted more liberal vacation leaves than those of other employees. There is little change from last year. The two week vacation seems to be the norm for all. While there are some differences in the vacation structure throughout the table there is not a great deal of difference between professionals and non-professionals for vacation time.

TABLE 9

VACATION LEAVES FOR EMPLOYEES OF REPORTING RHODE ISLAND LIBRARIES

<u>Professionals</u> (no. of days)	<u>Years on the Job</u>				
	<u>1</u>	<u>5</u>	<u>10</u>	<u>15</u>	<u>20</u>
0	--	--	--	--	--
1-5	6	3	3	1	1
6-10	9	6	4	3	3
11-15	6	7	3	2	2
16-20	7	8	10	6	6
21-25	7	6	5	8	5
over 25	2	2	4	3	6

<u>Other</u> (no. of days)	<u>Years on the Job</u>				
	<u>1</u>	<u>5</u>	<u>10</u>	<u>15</u>	<u>20</u>
0	--	--	--	--	--
1-5	4	2	2	1	1
6-10	13	6	4	3	3
11-15	10	11	6	2	2
16-20	--	4	5	4	4
21-25	1	2	7	9	5
over 25	1	1	1	1	5

	<u>Paid</u>	<u>Unpaid</u>
Full-time	30	10
Part-time	33	11

TABLE 10

10A

*Selected Salaries for Connecticut Librarians: LESS THAN 5,000 POPULATION

<u>Town</u>	<u>Population</u>	<u>Head Librarian</u>	<u>Assistant Librarian</u>	<u>Technician</u>
Marlborough	4,700	6.25	4.40	3.50
Beacon Falls	4,000	5.20	3.74	
Ashford	3,200	5.18	4.21	
Pomfret	2,800	5.46		
Union	546	3.23		

*NOTE: These are actual salary figures.

10B

*Selected Salaries for Connecticut Librarians: 5,000 - 9,999 POPULATION

<u>Town</u>	<u>Population</u>	<u>Head Librarian</u>	<u>Asst. Librarian</u>	<u>Prof. Dept. Head</u>	<u>Non Prof Dept. Head</u>	<u>Technician</u>
Old Saybrook	9,287	13,125	11,344	11,344		7,860- 9,255
Portland	8,000	14,742			8,939	8,701
Litchfield	7,605	12,900	10,000	8,200		
Thomaston	6,300	14,500			7,250- 9,600	
Middlebury	5,995	14,669	10,682			7,793

*NOTE: These are actual salary figures.

TABLE 10

10C *Selected Salaries for Connecticut Librarians: 10,000 - 24,999 POPULATION

Town	Population	Head Librarian	Asst. Librarian	Prof. Dept. Head	Non Prof. Dept. Head	Beginning Librarian	Technician
Ridgefield	20,000	18,147		14,336	13,064		11,130
Bloomfield	18,608	22,211-19,219	20,194-26,371	17,186-20,386		13,851-15,938	11,073-12,769
So. Windsor	17,200	23,500	15,040	12,220-13,282		11,964	8,084- 8,099
Farmington	16,400	17,499-21,521		12,589-15,483		9,649-11,863	7,194-10,543
Southbury	14,200	15,000	12,600				9,300
Orange	13,327	13,000-18,000	9,000-15,000	8,000-12,000	6,200-8,500		5,300-6,500

*NOTE: These are actual salary figures.

10D *Selected Salaries for Connecticut Librarians: 25,000+ POPULATION

Town	Population	Head Librarian	Asst. Librarian	Prof. Dept. Head	Non Prof. Dept. Head	Beginning Librarian	Technician
Bridgeport	142,500	31,050		23,608-25,966	16,641-18,303	16,544-18,217	9,011-13,327
Norwalk	77,800	26,845		to 21,000		to 17,189	
New Britain	73,800	28,000-38,090	22,760-29,930	16,900-22,990		13,000-17,688	10,300-14,015
W. Hartford	61,300	28,325-37,318	22,033-27,964	17,804-22,114		15,107-18,525	13,234-15,444
Milford	50,900	25,153	19,214				9,910-11,689
Enfield	42,700	25,432	20,918	14,870	13,220	13,220	7,891-10,888
Vernon	28,000	22,638		10,255	10,010		
East Haven	25,000	14,210	10,044	9,544		7,234-8,600	

*NOTE: These are actual salary figures.

Conclusions and Recommendations

From the standpoint of the economic situation in Rhode Island, as well as the number of positive responses to the first annual survey, the salary picture in the state should be carefully monitored. The need for participation by all libraries is necessary to do a complete analysis, identify trends and detect weaknesses. Given the small number of libraries in the state, it is imperative that full cooperation continue. The committee reiterates the call for full identification of all libraries in the state with published salary figures. This would take some of the guesswork out of the picture and give everyone a better understanding of where the best salary and fringes are. The questionnaire was modified this year and worked better than the first questionnaire. There does not seem to be any reason to modify it further. This year it was not possible to do any meaningful comparisons with Massachusetts. In fact, the delay in reviewing the Massachusetts salary ranges reduced the effectiveness of the survey for Rhode Island. While a comparison with Massachusetts is important, we now have two years of salary surveys in our state to use for comparison purposes. Thus, the committee should strive to maintain the one hundred percent response rate and to begin to chart differences in the Rhode Island salary structure from year to year. We should not wait for Massachusetts, but should publish their figures when they become available.

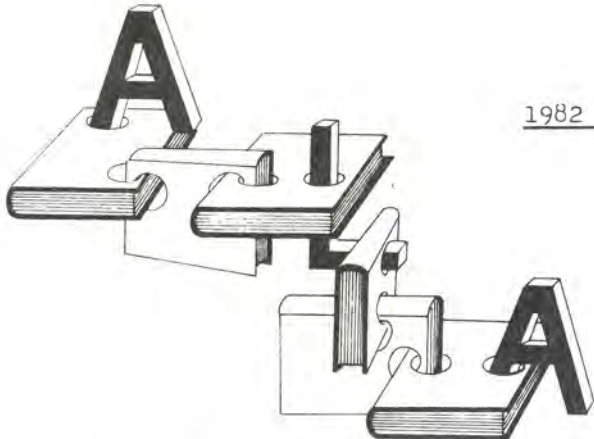
The RILA Personnel Committee recommends the continuation of the annual salary survey with the cooperation of DSLS and the URI/GLS. Next year, a concerted effort should be made to develop a standard reporting form for all of New England. While this might take years to develop, a start should be made. The committee should also make specific recommendations to the association for a minimum starting salary for all professionals in the state.

Please feel free to comment on the salary survey and the content of this report. Since we feel that this is a direct service to the members of the association, your input will be greatly appreciated. Address any comments to: Personnel Committee Chairman Earl Schwass at the Naval War College, or to the authors.

FOOTNOTES

- ¹Lisa Keller. Correspondence from Commonwealth of Massachusetts Board of Library Commissioners. (Boston, May 13, 1982), p. 3.
- ²Hana Umlauf Lane, ed. World Almanac and Book of Facts 1982. (New York: Newspaper Enterprise Association, 1982), p. 115.

Thomas Surprenant is a Professor at URI/GLS.
Janice DiFranco is Deputy Director of the Warwick Public Library.
Judith Barnett is Assistant Librarian at the Pell Marine Science Library, URI.
Lynn Kaplowitz is a student at URI/GLS.



1982 ALA CONFERENCE REPORT

BY
JODY BUSH
ALA Chapter Councilor

Grappling with ideas on how best and succinctly to report on ALA's 101st Annual Conference to Rhode Island librarians, I've concluded that: 1) many Rhode Islanders were there and attended a rich array of programs which they surely will be sharing with their colleagues, and 2) as Rhode Island's ALA Chapter Councilor, I should report on Chapter and Council activities. These don't necessarily provide the liveliest reading, but they will serve to keep you up-to-date on the issues and business of ALA.

As a member of Council's Planning and Budget Assembly, I was first introduced to what was to become the most controversial issue of the Conference at a meeting sponsored by COPEs (Committee on Program Evaluation and Support). COPEs was recommending to the ALA Executive Board that a \$178,000 ALA deficit be eliminated by discontinuing the Office of Library Outreach Services (OLOS), the Office for Research (OFR), by a Headquarters staff reduction, a hiring freeze for the Washington Office and the Office for Intellectual Freedom, and a salary freeze. It was reported to the PBA that ALA staff had contributed these recommendations.

Often citing ALA's first priority: "to promote efforts to assure every individual access to needed information at the time needed", eloquent, often impassioned protests were heard from literacy groups, foreign language groups, Divisions, officers, the Black Caucus, Council Caucus, Council Committee on Minority Concerns, PLA's Multilingual Library Services Committee, the Committee on Research, and a number of concerned individuals. It was even suggested that such an action by the Exec Board would violate ALA's constitution.

The ACRL Board of Directors further proposed that ALA staff salaries and benefits not be sacrificed. As one economy measure, Council passed a resolution that will suspend the mailing of Council voting records to Membership in 1983, saving approximately \$10,000. The Membership also introduced and passed resolutions to preserve the two ALA offices. The Executive Board will now have to solve the fiscal problems of ALA in other ways.

In other Council and Membership business, the following issues were addressed. In Brief: The ALA boycott of non-ERA-ratified

states will not continue, although the Association reaffirmed its support of the Amendment in Congress and all state legislatures (an effort to delay plans for relocating Midwinter in Chicago until after the 1983 elections was defeated). The Operating Agreement between ALA and its Divisions was adopted, though an effort was made by R.I.'s Bruce Daniels and others to eliminate the "cost levels of 1981" statement. The Guidelines for National Conferences by Divisions was amended and adopted. The Constitution and By-laws were amended to eliminate sexist language (to be ratified by ALA Membership). ALA was authorized to borrow short-term loans for up to \$1,000,000. ALA and IFC were charged with urging that legislation be enacted in those states that do not have regulations governing prisoners' right to read. The national library symbol was endorsed.



The Intellectual Freedom Report, now titled "Diversity in Collection Development: an Interpretation of the Library Bill of Rights" was adopted as amended. Membership and Council both strongly favored a resolution on restrictions on access to government information (many serious implications of present and anticipated practices were presented). In a resolution on the proposed federal job classification revisions by OPM, ALA requested that OPM make all revised standards available for review and comment before publication. A resolution was passed asking that a central, federal statistical policy unit be established to "ensure...accurate, standardized, timely statistical data from the U.S. government" to be distributed through the GPO Depository Library system, and that funds be restored to assure this in order that the American people can "assess adequately the effects of budgetary restrictions and changes resulting from the 'New Federalism'". ALA went on record supporting a nuclear freeze policy, and urged libraries to make information about nuclear arms and the movement for a nuclear moratorium available to citizens. Membership supported a resolution for Chicago Public Library employees to have the right to choose a union by election, recommending a letter to Mayor Jane Byrne to this effect; and another resolution asking the Association to monitor and vigorously work to defeat two bills before Congress which seek to deny federal funds to agencies which "perform, reimburse, or refer" for abortions.

* * * * *

The Chapter Relations Committee held a dinner meeting featuring Gerry Shields who presented lively ways of improving state association publications, and suggested ideas for improved communications between state association Executive Boards and their memberships.

* * * * *

Other Highlights from a Conference whose theme was "Awareness": 1) "Just what Does a Librarian Do?" with speaker Eleanor Holmes Norton giving a discouraging overview of women's salary status in women's professions, and some concrete tactics for change. 2) "Women and Power(lessness)" was a full-house program with a 'powerful' panel of library administrators who defined power in new ways and left the message "use power to empower others". 3) Community Information in the 80s. 4) Programs featuring Susan Stamberg, Joanna Featherstone, and a new commemorative library postage stamp. 5) Poster Sessions, a new concept in exchanging information and expertise at conferences. 6) Stress and the Middle Manager. 7) The Planning Process. 8) And more.

* * * * *

It would be interesting to devise a forum for conference attendees to share their vast variety of experiences with their Rhode Island colleagues.

* * * * *

The Rhode Island Chapter Councilor presently serves on:

- ALA Council's Planning and Budget Assembly (elected)
- ALA Council Orientation Committee - Midwinter 1983 (appointed)
- ALA Council Caucus (appointed)
- ALA Feminist Task Force (SRRT)

BARRINGTON PL TO EXPAND

The Barrington Public Library and Center for the Island Interrelated Library System (Rhode Island) has won Town Council and Town Meeting funding approval for long-needed expanded quarters in a renovated vacant 3-story school building located 50 yards from its present facility. The library (presently 12,000 square feet) will occupy 38,000 square feet of the Peck School--the remaining 12,000 square feet earmarked for the local historical society, a senior citizen center, and community activities offices and storage. Completion date is projected for Summer, 1984. The existing facility, which is an extension of the Town Hall, will then be renovated for the School Department administration offices.



RILA Committee News

Richard Olsen has resigned as Federal Relations Coordinator and has been replaced by Sam Streit. Dick reports that the letter-writing campaign has been a success. Librarians who have been maintaining a steady flow of letters to Rhode Island Senators and Representatives have been receiving positive and supportive responses from the legislators. A constant effort is needed to keep the legislators aware of the need for federal funding for libraries.

public relations

Sylvia Kraus of the Public Relations Committee has tabulated the results of the Fine Free Week Questionnaire that the Committee sent out. The results are below: (Thirty libraries completed the questionnaire, twenty-three participated in Fine Free Week, and seven did not.)

Librarians' Responses: 15 saw the T.V. Spot
16 saw the newspaper stories
2 saw the newspaper picture
14 heard the radio spot
3 saw personal ads

Patrons' Comments:

12 libraries reported that patrons saw T.V. spots
11 libraries reported that patrons saw newspaper stories
0 libraries reported that patrons saw newspaper pictures
10 libraries reported that patrons heard radio spots
2 libraries reported that patrons had spotted the
newspaper personal ads

--Twenty libraries felt that the campaign helped their libraries.

Eight said it did not.

--Twenty-one libraries said that the campaign caused them no problems. Eight said it did cause them some problems.

--Additional comments:

Some long overdue materials were returned (14)

Good PR (4)

Patrons always appreciate no fines (2)

Didn't join, therefore patrons were mad--which was difficult on staff (6)

Didn't join--not informed (or too late) (4)

We have local amnesty--at different times (4)

It's a good idea, please be sure the information gets to all libraries on time (3)

We always have a "fine free week" during National Library Week (2)

nominating

After the committee completed selection of the slate of candidates for this year's election and the formulation of procedures for the RILA Nominating Committee, Louise Sherby resigned her position as Chair of the Committee. She was commended by the Board for the excellent job that she and her committee had done. Nancy Blake, Technical Services Librarian at CCRI, is the new Chairperson of the Nominating Committee.

State Representative Victoria Lederberg, recipient of the RILA Legislator of the Year Award in 1980 for her sponsorship of library legislation, and Chairman of the Rhode Island Governor's Conference on Library and Information Services, is the Democratic candidate for Secretary of State in the upcoming elections. Her campaign literature highlights her many library-related activities and awards as well as her professional experience in education and law. The Secretary of State is central to library and information concerns in Rhode Island. In addition to the State Library and the State Archives, the Office of Secretary of State is responsible for election records, compilation of legislation, voter information and other public records of importance to business and consumers.

★ PEOPLE IN NEWS ★
★ THE ★

--Julia Isacco, Assistant Librarian at the Pontiac Free Library, retired in July after ten years with the library. She was primarily responsible for children's and crafts programs. She will continue serving as secretary on the Board of Trustees. Juliet Priestly, who had previously worked at Pontiac, and Robin Regine will be replacing Julia on a part-time basis. Robin is a Junior at Tollgate High School.

--Beth Jardine Farmer has been appointed to the position of Children's Librarian at Coventry Public Library. She has a B.A. in Education and her MLS from URI. She had been a member of the part-time staff and had worked on special children's programming.

--Mary Ann Golda has been appointed Assistant Director of the East Greenwich Free Library. She is a resident of East Greenwich who has a B.A. in history from RIC and her MLS from URI. She has worked as a graduate assistant at URI and a library assistant in Chicago. She also served as a summer intern in Washington for Senator Pell while in college.

--Rita Stein, formerly Consultant - Libraries and Learning Resources with the Rhode Island Department of Education, is now Director of Instructional Television Services at Channel 36, WSBE-TV.

--Ann L. Piascik has been appointed Institutional Library Consultant at DSLS. She is a graduate of URI's Graduate Library School and worked with a variety of user groups in several kinds of libraries.

--Malinda Carpenter-Lee was appointed Bookmobile Librarian for DSLS in August. She is replacing Kathy Monahan until the end of this year. Kathy is on maternity leave.

--Frank Iacono, Reference Librarian at DSLS spent one week in September working at the Library of Congress as a participant in LC's 2nd Annual Cooperative Reference Exchange Program. Twenty-five participants from state library agencies in the Northeast and Southeast took part in the program. The New England Library Board sponsored the representatives from its member states.

--Janet Levesque, Director of the Cumberland Library and 1981-82 RILA Government Relations Committee Chair, and her husband, George, are the proud parents of a baby girl. Alissa Ann Levesque was born on Thursday, September 9, weighing an even nine pounds.

--Peter Bennett has been appointed Systems Office Supervisor at Providence Public Library where he will oversee all aspects of the Interlibrary Loan System. He had been Reference Librarian for the state's Northern Interrelated Library System since 1979 and CLSI Coordinator at the Pawtucket Public Library since 1981. He holds a B.A. from St. Michael's College in Winooski, Vermont and his MLS from Long Island University. He replaces Shirley Long who was recently appointed Head Librarian at the Washington Park Branch of the Providence Public Library.

--Beverly Lambert recently joined the Reference Department at Providence Public Library. She was a Reference Librarian at Portland (ME) Public Library. She also served as a trustee and treasurer of the Mayhew Library in Addison, Maine and spent two years as a reference librarian at the Springfield (MA) City Library. Beverly has her B.A. from U. Mass., her M.A. in history from the University of Minnesota and her MLS from URI.

--Lucinda Manning has also recently been appointed to the Reference staff at PPL. She has served as archivist for the Rhode Island Historical Society Library and archival consultant for the Essex Institute, Salem, Mass. She holds her B.A. from the University of Oklahoma, her M.A. in American history from Goddard College and her MLS from URI.

Personalized Subscription Service From **MCGREGOR**

In today's computer world, it is nice to know librarians communicate with their own McGregor "home office" representative.

Title changes, research, additions, cancellations or plain problems are handled promptly by a simple phone call or letter.

This saves librarians time, while keeping their subscription portfolio current at all times.

McGregor serves libraries large and small with all American and foreign titles.

Our prepayment plan, collective single invoicing and automatic renewal option makes library management easier and more efficient.

Write for your free McGregor service brochure today.

Serving Libraries
—Since 1933



Mt. Morris, Illinois 61054

BULLETIN BOARD

DSLS REORGANIZATION: A review of the organization and staffing patterns of DSLS resulted in the reorganization of the Department in June. DSLS will again be comprised of two major divisions plus administrative staff. The functions of the Library Development and Information Services Division and the Library Media, Automation and Technical Services Division have been combined into the Library Planning, Development and Information Services Division, with Dorothy Frechette as Chief. The Regional Library for the Blind and Physically Handicapped and Outreach Services is the other division, with Barbara Wilson as Chief. The establishment of the Regional Library at the division level reflects its growth and development over the past 15 years.

TRUSTEE MANUAL: The Rhode Island Library Trustee Manual is now available from the ERIC Document Reproduction Service (ED #211 082) both in microfiche and hard copy.

COMMUNICATIONS GAP?: At the University of Rhode Island Library, a sizable number of students have now been re-registered to enter their names into the CL Systems, Inc. automated circulation system, and have duly received "zebra" patron identification labels on the back of their student identification cards for quick scanning by the laser beam. Another department had the brainstorm this fall of updating student IDs with a sticker, similar to the ones issued by the Registry of Motor Vehicles, to reduce the number of photographs that had to be taken. The problem is that the sticker is the same size as the original ID, and is affixed to the back of the card -- you guessed it -- right on top of the library's zebra labels!!!

REGIONAL DEPOSITORY: On September 1, 1982, Connecticut State Library became the regional depository library for the state of Rhode Island, thanks to a new agreement signed by DSLS Director Fay Zipkowitz, Connecticut State Librarian Clarence R. Walters, and Superintendent of Documents Raymond Mason Taylor. Prior to the agreement, Connecticut State Library served only Connecticut libraries, and Rhode Island remained one of seven states that lacked regional depository services. The fate of federal depository libraries that have no regional affiliation is that they may not weed their depository collections, under penalty of law. DSLS and the Connecticut State Library will now share responsibility for the administrative tasks involved in serving the eleven Rhode Island libraries in the new bi-state region. The agreement specifies that depository libraries in Rhode Island will maintain their in-state services. Collections will be kept at a level that assures availability of the government documents needed by their clientele. Providence Public Library will remain the library of last resort for interlibrary loan, and requests for federal documents will only be sent to Connecticut when it is determined

that no Rhode Island library can fill them. DSLS will coordinate communication with the regional depository at Connecticut State Library, including all requests to dispose of unneeded documents in the state's depository collections.

WOMEN'S VOICES: This fall, women's voices will ring out from the Island System Libraries. In cooperation with Providence Public Library's A Lively Experiment Project, the public libraries of Newport County are presenting a series of exhibits and programs entitled "Women's Voices" that will celebrate influential women in the region's history and culture.

VIDEOCASSETTES: Coventry Public Library reports that the video cassettes supplied by the pilot program of the Rhode Island Library Film Cooperative have been very popular additions to its library.

ATARI: Norwood Library in Warwick has been lending Atari tapes to patrons since June. The tapes circulate to all ages for a one-week period, and there have been no problems with the new service. Ginny Smith, Branch Supervisor, plans to add five additional tapes to the present collection of thirteen.

TELEVISION: The Champlin Library now has a color television and a VHS format television videocassette recorder in the adult area of the library's upper level. The library will be connected to Cable TV in the near future.

FESTIVAL: Apponaug Branch Library in Warwick organized a bake sale and book sale as part of the Apponaug Day Festival held September 11.

UNION CATALOG: For nearly 15 years the Western System has been compiling a Union Catalog of books held in the public libraries in its system. The catalog is housed in the Technical Services Department of the Warwick Public Library and is arranged by main entry only with library symbols stamped to show locations. The catalog continues to grow each year as more libraries begin to add their holdings. Twenty-four libraries are currently contributing. The union catalog and the union list of periodicals in the System Services Manual play an important role in filling ILL requests for the system.

RECORD COLLECTION AT WARWICK: Paul Dumaine, Acquisitions Librarian at Warwick is currently weeding and developing the record collection. Nearly 40% of the collection was worn or scratched. Three hundred titles have been selected, including classics, jazz, and movie and show recordings, and are in the process of being cataloged.

COOPERATIVE COLLECTIONS: Western System cooperative collection development will have several changes this year. The Outdoor Gardening Collection at Crompton Library in West Warwick will be deactivated as a special collection. With the awarding of the DSLS grant for computer literacy to West Warwick, a collection concerned with microcomputers for personal use will be developed at Champlin Library. The Energy and ARCO testbook collections will be shifted from the William Hall Library to the new Central Library in Cranston when it opens. The boating collection at William Hall will be developed as a cooperative collection for the System.

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 Elizabeth Rogers, Providence Public Library, 150 Empire Street, Providence, RI 02908. Telephone (401) 521-7722.

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: Mary Frances Cooper, Providence Public Library, 150 Empire Street, Providence, RI 02908. In order for a job notice to appear in the Bulletin, it must be received before the 15th. of the preceding month.

Employers and job-seekers also have access to the New England Library Jobline, a free service of the New England Library Board. Employers should contact in writing: Dr. James M. Matarazzo, Associate Dean, Graduate School of Library and Information Science, Attn: New England Library Jobline, Simmons College, 300 The Fenway, Boston, MA 02115, to place a position announcement on the Jobline. Those interested in learning about open positions in New England, call (617) 738-3148. The Jobline is updated with a new tape each Friday.

Also of interest to job seekers is the ACRL JOBLINE, a pre-recorded tape, updated weekly, of academic and research library positions. The JOBLINE telephone number is 312/944-6795 and is available 24 hours each day.

-Rhode Island-

LIBRARY CLERK: Providence School System. Nine-month school-year position, assists with library filing, shelving, and processing in school library. Work hours 8-3:30 daily, starting salary \$7,675. Good entry-level position for library graduate school student. Contact: Donald W. Oliver, Director of Personnel, Providence School System by calling 456-9100. (no closing date)

LIBRARY CLERK: Full time, for law office library. Responsible for maintaining library materials and providing clerical and secretarial assistance to librarian. Typing 45 wpm. Excellent salary and benefits. Write to: Box M-8976, Providence Journal Office. (Prov.Jour.9/19)

LIBRARIAN: half time, R.I. certification required. Letters of application or resume may be sent to Superintendent of Schools, 11 George St., North Providence, RI 02911.

-Connecticut-

CATALOGER/REFERENCE LIBRARIAN: Duties include cataloging adult materials, supervising Reference Dept., selecting reference materials, providing reference, public services, and supervising automation project. Required: MLS plus 2 years experience. Starting salary \$13,105-14,677 plus benefits. Resume and 3 professional references by Oct. 15 to: Mrs. Joan Butler, Director, Public Library of New London, 63 Huntington St., New London, CT 06320 (LJ Hotline 9/6)

-Massachusetts-

MIDDLE EASTERN CATALOGER: Duties include cataloging Arabic monographs and serials, developing and reviewing cataloging procedures, oversight of technical services, and training and supervising library assistants. Will also assist Middle Eastern Librarian with special projects and reports. Qual.: MLS, educational background in related subject field, e.g. linguistics, history or area studies; knowledge of AACR2; Arabic reading skills; and working knowledge of one or more Western European languages, in addition to English. Familiarity with LC classification, subject headings, and automated cataloging systems. Available immediately. Rank: Librarian I. Salary: \$16,000 minimum. Resumes to: Susan M. Vacca, Personnel Officer, Harvard College Library, Widener Library, Cambridge, MA 02138. Tel.(617) 495-3721 (Chr. High. Ed. 9/8)



**“Faxon lets me
spend my time as a
professional.”**

All too often, librarians get so bogged down in processing paperwork for serials and continuations that they just do not have enough time for what they need to do.

That's why more and more libraries are turning to Faxon for help. Our comprehensive serials and continuations management services will help you with the work of ordering, invoicing and claiming. We will simplify payment procedures and record-keeping. And what's more, we can supply you with the information you need for quality collection management.

Best of all, Faxon's fast and reliable serials and continuations services are surprisingly affordable. So if you are spending your time wading through endless paperwork, do not waste another minute. Call Faxon for the full story on our services, including details on our remarkable LINX on-line serials management system.

15 Southwest Park
Westwood, MA 02090
Tel: (800) 225-6055

faxon

Over 100 years helping the world communicate.



COVER-UPS[®] MAKE PAPERBACK BOOKS LAST LONGER

Paperbacks save money, *Installed Cover-Ups*^{*} save paperbacks. They're the answer to adding longevity to the life of your paperbacks at an affordable price.

Protect your paperbacks while enhancing the full-color cover art and copy sealed beneath a 15 mil. thickness of clear plastic. Permanently adhered to the cover, the *Installed Cover-Ups*^{*} will not peel off.

Your paperbacks arrive ready to meet the demand of your students or patrons. *Installed Cover-Ups*^{*} are available on any size mass market or trade paperback ordered from Baker & Taylor.

Professionally *Installed Cover-Ups*^{*} are available at the one low price of \$1.65.

Cataloging and processing services are available.

Easy to order—simply indicate *Cover-Ups*^{*} on all book orders, or contact the Sales Department of the Baker & Taylor distribution center nearest you to modify your account specifications.



BAKER & TAYLOR
Book Professionals Since 1828

EASTERN DIVISION
50 Kirby Avenue
Somerville, NJ 08876
(201) 722-8000

MIDWESTERN DIVISION
Gladiola Avenue
Mokenca, IL 60954
(815) 472-2444

SOUTHERN DIVISION
Mt. Olive Road
Commerce, GA 30599
(404) 335-5000

WESTERN DIVISION
380 Edison Way
Reno, NV 89564
(702) 786-6700



RILA EXECUTIVE BOARD MEMBERS

President

Anne Parent, Cranston Public Lib.
1825 Broad Street
Cranston, RI 02905
Home: 235 Kingswood Road
North Kingstown, RI 02852
Bus. Phone: 781-2452/50
Home Phone: 884-8435

Vice-President/President Elect

Howard Boksenbaum, Island Inter-
related Library System
Barrington Public Library
County Road, Barrington 02806
Bus. Phone: 245-3875

Member-at-Large

Samuel Streit, John Hay Library
Brown University
Providence, RI 02912
Bus. Phone: 863-2146

ALA Councilor

Jody Bush, Providence Pub. Lib.
150 Empire Street
Providence, RI 02903
Bus. Phone: 521-7722, X207
Home Phone: 331-3396

Past President

Beth Perry, R.I. College Lib.
600 Mount Pleasant Avenue
Providence, RI 02908
Bus. Phone: 456-8053/2

Secretary

Frances Farrell, Prov. Public Lib.
150 Empire Street
Providence, RI 02903
Bus. Phone: 521-7722, X228

Treasurer

Catherine Mello Alves, E. Prov.
Public Lib., Fuller Branch
260 Dover Avenue
East Providence, RI 02914
Bus. Phone: 434-0158

NELA Councilor

Connie Lachowicz, S. Kingstown Pub.
Library
766 Kingstown Road
Peace Dale, RI 02883
Bus. Phone: 789-1555

Bulletin Editor/Member ex-officio

Deborah Barchi
William Henry Road, Box 116
North Scituate, RI 02857
Tel. 647-2487

RILA COMMITTEE CHAIRPERSONS

Conference

Pat Thibodeau 274-1100, X578
Regina Slezak 434-2453

Membership

Paul Drake
739-1919

Public Relations

Lauri Burke 245-3106

Government Relations

Beth Perry 456-8052

Intellectual Freedom

Jacqueline Toy 421-1499
William Bergeron 781-9580

Personnel

Earl Schwass 841-2641

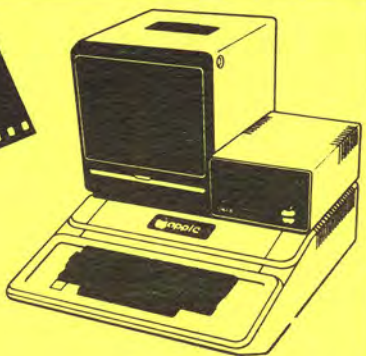
SPECIAL REPRESENTATIVES

GLS Representative

Ann Randall 863-2405

Federal Relations Coordinator

Samuel Streit 863-2146



Presents ...

The UNICOM Microcomp — User School

The UNICOM Workshop Series for the Fall of 1982 Semester covers a wide range of topics. There are course specifications designed for all serious microcomputer users including educators and librarians. The courses include programming in **Basic**, **Logo** and **color graphics**, the use of **electronic filing programs**, **electronic spread sheets** and **word processing** and overviews of the latest networking

systems. Instructors are professionals with extensive microcomputer experience within their fields. All classes utilize Apple II+ microcomputers and appropriate peripherals. Classes are arranged so that there are no more than two participants per computer station.

Classes are held at Unicom Centers in Providence R.I., Dedham Mass and Norwalk Ct.

Select the Unicom Center where you want to attend classes and call that number now for your Fall Semester Course List.

In Providence –
Betsy Butler
(401) 467-5600
297 Elmwood Ave.,
Providence, R.I. 02907

In Dedham –
Mary Power
(617) 329-3950
850 Rear Highway
Dedham, Mass. 02026

In Norwalk –
Jean Muccini
(203) 838-3617
16 River Street
Norwalk, CT. 06850

Morning, afternoon and evening classes offered
CUSTOM SCHEDULES AVAILABLE FOR GROUPS
ACT NOW SPACE IS LIMITED

COUPON

Special offer to RILA Members
\$5⁰⁰ OFF
cost of course

One coupon per person per course. No photo facsimiles.