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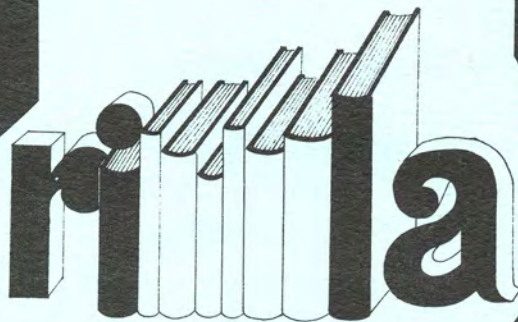
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Rhode Island Library Association Bulletin

Rhode Island Library Association

MEMBERSHIP DIRECTORY



JANUARY 1983

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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 7 $\frac{1}{4}$ inches wide by 6 inches high.

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TABLE OF CONTENTS

Editor's Notebook.	2
RILA Personnel Committee: Report of the Third Annual Salary Survey--1982 by Thomas T. Suprenant, Janice DiFranco, Judith Barnett, Lynne Kaplowitz	3
Membership Committee Report by Paul Drake.	17
Membership Directory	18
The Rhode Island Library Association Constitution.	42
ALA Midwinter Report 1983.	47
News from the RILA Executive Board	49
RILA Committee News.	50
<u>Bulletin</u> Board	51
People in the News	52
Calendar	53
RILA SRRT Hotline.	54

EDITOR'S NOTEBOOK



This month's Bulletin includes the annual RILA membership directory which often serves as a kind of reference issue for many RILA members throughout the year. For this reason, it was decided to reprint the RILA constitution, as revised and approved in 1981, in the January issue.

The first issue of the New Year also seems an appropriate time to examine the salaries of librarians and other library staff in Rhode Island, and to be either pleased or appalled at how our own salaries compare with those of our peers! Many thanks to Thomas Surprenant, Janice DiFranco, Judith Barnett, and Lynne Kaplowitz for providing us with detailed data and clear explanations of the 1982 salary survey.

Debbie Barchi

"Limiting What Students Shall Read" Is Now ERIC Document

"Limiting What Students Shall Read," the report of a survey of school-book selection practices and pressures, is now entered in the Educational Resources Information Center (ERIC) document clearinghouse system. The American Library Association (ALA) cosponsored the survey with the Association of American Publishers and the Association for Supervision and Curriculum Development.

In addition, the full back-up data assembled during the survey, which was sent to some 7,500 public school administrators and librarians, about 25 percent of whom responded, has also been entered in the ERIC document clearinghouse system.

An abstract of the ERIC documents appeared in the May 1982 issue of Resources in Education, ERIC's abstract journal. Both documents are available in paper or microfiche. The printed report, also available from ALA and the cosponsors, is available through ERIC under ED Number 210771. ERIC charges \$3.65 plus up to \$1.55 UPS shipping charges for this 43-page document.

The full set of back-up data, 92 pages long, is available under ED Number 210772 at \$6.95 plus up to \$1.93 in shipping charges.

Orders for either or both documents may be addressed to ERIC Document Reproduction Services, P.O. Box 190, Arlington, VA 22210.

The report was issued in August, 1981.



RILA PERSONNEL COMMITTEE:
Report of the Third Annual Salary Survey--1982
by Thomas T. Surprenant, Janice DiFranco,
and Judith Barnett, with the assistance
of Lynne Kaplowitz

Introduction

For the second year in a row, the RILA Personnel Committee is pleased to report that one hundred percent of the public libraries in the state of Rhode Island responded to the 1982 salary survey. As a result, we will be able to maintain a historical record as well as provide a firm data base from which to spot trends, draw conclusions, and provide you with up-to-date information. It is due to the excellent cooperation of the public library directors that we are able to achieve this important goal along with the Department of State Library Services (DSLS), which deserves equal praise.

The economic health of the profession in Rhode Island is a topic of major concern for us all. Timely reporting of the salary picture is an important facet of the charge of the Personnel Committee. Thus, we will no longer wait until we have comparative statistics from any of our neighbors. While that may tend to weaken the report, it will be offset by our early reporting of the data so that those libraries involved in budget considerations for the coming fiscal year can use the latest statistics. As statistics from other states become available, we hope to publish them as supplements to the main committee report. The updates of these statistics will appear in future issues of the RILA Bulletin.

Preliminaries

There have been no deviations in the collection procedures from last year. DSLS collected the data as part of its statistical gathering process. The questionnaires were then 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 anonymity of response. Ms. Lynne Kaplowitz assembled the tables by abstracting the information from the questionnaire. The tables were then turned over to the RILA Personnel Committee which acted as initiator and coordinator of the salary survey. The co-authors of the committee report were appointed as a sub-committee of the main committee and conducted the analysis.

The Survey

The salary survey questionnaire was sent out to forty-four public libraries during the summer of 1982. Table 1 shows the distribution, by population, of the public libraries in Rhode Island.

TABLE 1
Survey Responses

<u>Population</u>	<u>Number of Responses</u>	
	<u>1982</u>	<u>1981</u>
0 - 4,999	7	7
5,000 - 9,999	8	8
10,000 - 24,999	18	18
25,000 +	<u>11</u>	<u>11</u>
	44	44

As the table shows, there was a one hundred percent response. It also shows that there were no changes in the status of the libraries over the past year. Given the state of the economy, it is encouraging that no communities in the state suffered the total loss of library services.

Interpretation

Some preliminary statements must be made that will enable you to see how the analysis was made and to understand the limits of the report. The first is comparability with the 1981 survey. Table 1 shows us that neither the number of libraries who have reported has changed, nor has their status regarding population. Thus, the statistics reported here are directly comparable with the 1981 survey. This is a result of having the same response rate (100%) for both of the surveys. For your information, Table 6 shows the salary ranges for selected groups for the state of Massachusetts in the 25,000+ population category. This data is the same as that reported in Table 7 in the 1981 survey. We report it for information purposes recognizing that the figures are not directly applicable. Comparability with Massachusetts remains unchanged. We refer to the 1981 report (RILA Bulletin, October, 1982) for a full discussion of this issue.

Analysis

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, mean or average salary (a new addition to the analysis), and the highest reported salary. The figures for 1981 and 1982 are included. Note: These are not new figures, but are from the 1981 salary survey in Massachusetts. Anytime salary figures are unavailable, there is a line (----).

TABLE 2

Salary Ranges for Selected Positions by Population Group: Less than 5000 Population

<u>Full-Time</u>	<u>High</u>		<u>Median</u>		<u>Mean</u>		<u>Low</u>	
	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>
Library Director	13,000	12,000 (15,652)	----	----- (12,255)	----	----- (8,000)	----	-----
<u>Part-Time</u> (per hour)								
Library Director	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>
Assistant Director	9.80	5.27 (8.73)	5.50	4.75 (4.30)	6.54	4.42	4.00 (2.50)	
Staff Librarian	5.21	4.61 (6.68)	----	----- (4.01)	----	-----	4.45 (2.88)	
Library Technician	5.45	5.20 (5.68)	4.72	----- (4.11)	4.41	3.40	5.00 (2.40)	
Clerical	4.00	4.12 (5.50)	----	3.50 (3.99)	3.92	3.75	3.35 (2.90)	
Custodial	3.79	3.50	3.50	-----	3.45	3.10	3.35	
Pages	3.85	3.50	3.35	-----	3.45	3.10	3.35	
	3.35	3.35	----	-----	----	----	----	----

Table 2 shows the salary ranges for less than 5,000 population. Since the start of the survey, this has been the grouping with the lowest salaries, but it also represents the greatest progress in salary improvements. This year is no exception. The Library Director position shows an increase of \$1,000 over last year. This is approximately a nine percent gain over last year. When compared with the top salary of the Library Director in the 5,000-9,999 (Table 3) category, there is a \$3,320 difference. However, the top salary for the less than 5,000 population group is \$1,625 more than the low reported salary in the 5,000-9,999 category. When compared to the mean or average salary of this category, the top salary of the Library Director in the less than 5,000 population is \$898 less. Similarly, it is \$1,000 less than the median salary. The low salary of the population grouping 10,000-24,999 (Table 4) is still comparable at \$300 more than the salary for the less than 5,000 Library Director. Table 2 reports a major change in the part-time wage for Library Director. A change of hourly wage of \$4.53, to say the least, is considerable. Less dramatic, but nonetheless significant, is the increase in the median part-time wage by 75 cents and 42 cents for the low end of the range. The Assistant Director showed a gain of 60 cents per hour at the high end which also represents a respectable increase in wages. A glance at the rest of the chart indicates improvement in other categories with the exception of Pages. Here, the wage remains the same. One can conclude from the figures that many of the disparities that have been reported in previous surveys are disappearing. Librarians in this category are doing better than the recent past. The Library Director salary is \$1,980 more than what was reported in 1980 with part-time figures up from the \$4.00 per hour at the low salary level in the same year. This trend should also encourage those who do not have an MLS to pursue one. For the first time since the start of data collecting, this is recommended.

TABLE 3

Salary Ranges for Selected Positions by Population Group: 5,000 - 9,999 Population

<u>Full-Time</u>	<u>High</u>		<u>Median</u>		<u>Mean</u>		<u>Low</u>	
	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>
Library Director	16,320	15,000(25,500)	14,000	12,840(14,980)	13,898	11,375	10,500(10,207)	
Assistant Director	11,375	-----	-----	-----	-----	-----	-----	-----
<u>Part-Time</u> (per hour)								
	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>
Library Director	7.00	7.00 (9.98)	6.25	5.00 (5.63)	5.82	4.25	3.35 (2.34)	
Assistant Director	4.00	3.85	-----	-----	3.80	3.60	-----	
Staff Librarian	5.35	5.00 (7.26)	-----	----- (4.83)	-----	-----	----- (3.10)	
Lib. Assoc. / Sr. Lib. Tech.	4.66	4.31 (7.11)	4.15	4.00 (4.84)	4.21	3.75	3.60 (3.10)	
Library Technician	6.20	5.69 (6.46)	4.75	3.88 (4.20)	4.75	3.75	3.35 (3.10)	
Clerical	4.61	3.65	3.40	3.35	3.69	2.75	2.40	
Custodial	5.06	4.69	4.01	3.75	4.02	3.00	3.50	
Pages	-----	3.35	-----	-----	-----	-----	-----	-----

The eight libraries in the 5,000-9,999 population grouping are represented in Table 3. Full-time Library Director salaries are up \$1,320 from the last survey. At the low end of the scale, there is an \$875 raise. This represents increases of approximately nine percent at both ends of the range. The Library Director high salary is up \$2,820 from 1980, and the low is up \$5,150. Beginning salaries in this population category have shown a sizeable improvement, but a word of caution is necessary. The 1980 survey did not include all of the libraries in the state. Thus, as a result, there may be some distortion of the figures. There is little doubt that the starting salaries have made improvements regardless of the criteria used. As the table indicates, there are still part-time directors in this population category. The low end shows an increase of 90 cents per hour with the mean salary at \$5.82 per hour. No change is reported for the high, part-time salary. One should note that the Staff Librarian is receiving \$1.35 more than the Assistant Director at the high end of the reported figures. Still disturbing are the wage differences between custodial and other staff positions. The custodial staff is receiving 40 cents per hour more than those at the Library Associate/Senior Library Technician staff. The high Library Technician wage is also more than the Library Associate/Senior Library Technician. This may be due to problems of definition rather than to actual differences, but this is what the figures show. In addition, the Library Director receives \$1.80 more per hour than the custodian in the average or mean compensation category. Some categories are doing better, but some are also marginal when the comparison is made. Comparisons of professional staff and custodial staff are not meant as a criticism of the custodial staff. On the contrary, we all know how important their job is and how much we rely on them to help maintain the library. However, given the amount of education necessary for becoming a professional librarian, there is room for vast improvement for the hourly salaries of professionals.

When you compare the Library Directors in less than 5,000 (Table 2), 5,000-9,999 (Table 3), and 10,000-24,999 (Table 4) populations, there are some interesting results. The Library Director of the less than 5,000 population is higher than the low salary reported for 5,000-9,999 by \$1,625, but it remains lower than either the mean or median salaries. The high salary for the Library Director in the 5,000-9,999 range is \$1,897 less than the high for the Staff Librarian in the 10,000-24,999 grouping. However, the mean salary for the Library Director is higher by \$805 for the Assistant Director, \$148 for the Staff Librarian, and \$737 less than the Branch Librarian.

Compared to 1980, the Library Director has received an increase of \$2,820 at the high end and \$5,150 at the low end of the scale for those who reported in that survey.

TABLE 4

Salary Ranges for Selected Positions by Population Group: 10,000 - 24,999 Population

<u>Full-time</u>	<u>High</u>		<u>Median</u>		<u>Mean</u>		<u>Low</u>	
	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>
Library Director	25,000	22,800(28,704)	18,744	17,549(18,891)	18,837	13,300	12,000(5,400)	
Assistant Director	17,500	16,470(21,632)	13,200	12,000(14,990)	13,093	9,800	9,504(7,000)	
Senior Librarian	18,805	17,000(21,384)	17,000	16,789(16,436)	16,841	14,917	13,824(12,288)	
Staff Librarian	18,217	17,300(19,475)	13,000	12,500(13,876)	13,750	10,555	9,009(10,312)	
Branch Librarian	15,594	14,439(17,241)	---	12,863(13,879)	14,635	13,676	12,663(11,239)	
Lib. Assoc. / Sr. Lib. Tech.	12,569	14,813(15,095)	10,300	9,072(11,653)	10,460	8,200	8,200(9,245)	
Library Technician	11,679	11,824(13,957)	9,737	8,974(10,007)	9,930	8,697	7,371(5,814)	
Clerical	16,073	11,500	10,000	9,720	9,592	7,800	7,020	
Custodial	13,362	12,464	9,718	10,873	10,577	7,200	7,280	
<u>Part-Time</u> (per hour)	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1981</u>	<u>1982</u>	<u>1982</u>	<u>1981</u>	
Library Director	7.93	7.34 (9.45)	---	---	---	---	---	(4.50)
Assistant Director	6.32	---	---	---	---	---	---	(3.34)
Senior Librarian	---	5.85	---	---	---	---	---	---
Staff Librarian	7.70	---	5.52	---	5.80	4.50	---	---
Lib. Assoc. / Sr. Lib. Tech.	6.42	6.23 (9.38)	5.17	4.67 (4.64)	5.32	4.12	3.75 (3.25)	
Library Technician	6.23	4.92 (6.07)	4.00	4.00 (4.16)	4.15	3.35	3.35 (3.00)	
Clerical	5.61	5.66	3.75	3.95	4.03	3.35	3.05	
Custodial	4.64	4.32	3.50	3.10	3.75	3.35	3.00	
Pages	4.00	3.75	3.35	3.10	3.35	2.75	2.75	

The salary ranges for the 10,000-24,999 population are shown in Table 4. For Library Director, there is an increase of \$2,200 at the top of the range. The median is up by \$1,195, and the low shows a gain of \$1,300. There is still a large gap between those who work in this job category and those who work in the 25,000+ population grouping. In Rhode Island, the break point in salary differences is considerable between these two population categories. When compared to the 25,000+ ranges, there is a \$6,200 difference at the low end of the range, \$6,684 at the mean, \$4,189 at the median, and \$11,465 at the top of the range. While this may be true for Library Directors, one cannot categorically state that salaries are better at the 25,000+ category at all levels. The Staff Librarian is virtually the same at the high end of the range as well as at the median and mean levels. The low end of the range shows that this category is better than the 25,000+ by \$956. Senior Librarians start at approximately the same level (\$14,917 vs. \$14,732), but the differences increase dramatically as the full extent of the range is considered. At the top there is a \$6,916 difference in favor of the 25,000+ group. Branch Librarians make more (\$1,602) than their counterparts at the 25,000+ level, but, again, the top of the range shows a major difference of \$6,077. Library Associates and Senior Library Technicians are roughly comparable at the low end of the range, are close in the mean salary range, and are separated by approximately \$1,000 at the high end. The Library Technician, on the other hand, starts at \$2,165 more than the same position in the 25,000+ population grouping. This job category is generally a bit better in the 10,000-24,999 range and is \$645 more than the highest in the 25,000+ job. For clerical positions, those in the 10,000-24,999 category are better paid than their counterparts in the 25,000+ population. They make \$1,268 more at the low level. Mean and median salaries are comparable, and the top salary is \$3,024 in favor of the 10,000-24,999 level clerks. The high salary of the clerical staff is higher than either category of Library Technicians. It is higher than the starting salary of Staff Librarians by \$5,518, and \$2,397 more than the Branch Librarian. It is only at the high level that the Staff Librarian makes more, with the Branch Librarian making \$479 less at the high end of the range. The custodians show the same strength relative to the rest of the staff as mentioned previously. Finally, the part-time Library Director category makes a lower hourly wage (\$1.87 less) than a counterpart in the less than 5,000 population group.

TABLE 5

Salary Ranges for Selected Positions by Population Group: 25,000+ Population

	<u>Full-Time</u>		<u>High</u>		<u>Median</u>		<u>Mean</u>		<u>LOW</u>	
	1982	1981	1982	1981	1982	1981	1982	1981	1982	1981
Library Director	36,465	36,465	22,933	20,877	25,521		19,500	16,300		
Assistant Director	27,332	27,332	20,416	18,817	20,940		14,932	12,000		
Senior Librarian	25,721	25,721	16,796	16,387	19,094		14,732	13,032		
Staff Librarian	18,178	18,178	13,035	12,251	13,491		9,599	10,775		
Branch Librarian	21,671	21,671	17,764	18,178	17,366		12,074	11,518		
Lib. Assoc./ Sr. Lib. Tech.	13,651	12,581	10,946	10,946	10,950		8,408	9,221		
Library Technician	11,034	12,912	9,078	9,651	9,149		6,532	8,337		
Clerical	13,049	12,581	9,919	9,755	9,827		6,532	8,337		
Custodial	17,085	15,747	11,747	11,142	12,321		9,254	6,807		
<u>Part-Time</u> (per hour)	1982	1981	1982	1981	1982		1982	1981		
Library Director	4.40	4.60	-----	-----	-----		-----	-----		
Staff Librarian	8.61	7.93	6.72	-----	7.00		5.85	6.47		
Branch Librarian	7.13	7.07	-----	6.80	6.78		6.42	5.92		
Lib. Assoc./ Sr. Lib. Tech.	5.86	5.75	5.15	-----	5.36		4.97	5.11		
Library Technician	5.60	5.69	4.45	4.76	4.60		4.00	4.06		
Clerical	5.13	4.92	4.10	4.00	4.10		3.35	3.65		
Custodial	6.17	9.53	4.05	4.87	4.53		3.35	3.75		
Pages	4.09	3.80	3.35	3.25	3.32		2.30	2.30		

The 25,000+ population grouping is shown in Table 5. When these salaries were reported at the annual RILA meeting in November, there was some discussion of the high salaries in the Library Director, Assistant Director, Senior Librarian, Staff Librarian, and Branch Librarian categories. A recheck of the reported figures indicates that what was first reported is accurate. There is no change in the high salary for the above-listed positions. No salary increases were reported in the 1982 survey. This is the first time since the inception of the survey, that full-time salaries have remained the same. It reflects the financial difficulties that many find themselves in and is cause for great concern. Given the rest of the table, there is some encouragement because there is obvious upward movement in the salary structure for many of the other categories. While the top of the range for Library Director stayed the same, the low salary moved up \$3,200 or approximately twenty percent. The low salary for Assistant Director increased by \$2,932. Senior Librarian increased by \$1,700, and Branch Librarian by \$556. Decreases were recorded for the Staff Librarian (\$1,176), Library Associate/Senior Library Technician (\$813), Library Technician (\$1,805), and Clerical (\$1,805). Median salaries also decreased for the Staff Librarian, Branch Librarian, and Library Technician. It is still disturbing that this population grouping could have a part-time Library Director category. The wage reported is smaller than that of the less than 5,000 (by \$5.40), 5,000-9,999 (by \$2.60), and 10,000-24,999 (by \$3.53) population groups.

The static salary picture in some parts of Table 5 may be the forerunner of problems for the rest of the profession in the state. Lower starting salaries are probably due to the shortage of jobs and the surplus of qualified people who are willing to take less. Static salaries at high levels are not as much of a problem for those concerned as lower starting salaries for those who are beginning professionals. But there is a definite danger that top people in the state will look elsewhere, a situation that no one wants to see happen. We need very highly qualified people at all levels to get the libraries in the state through these difficult times. No matter where the status quo or the cuts occur, the end result is not good for Rhode Island libraries. It is hoped that this is a temporary condition.

TABLE 6
Salary Ranges for Selected Positions by Population Group:

Massachusetts Population 25,000+ - 1981

<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 Association	15,400 high	16,632	15,475	15,475	16,299	17,458
	11,824 mean	12,965	12,552	13,220	12,788	16,201
	8,840 low	9,516	10,165	10,600	9,957	15,478

Table 6 is a duplication of the Massachusetts Salary Ranges for their 1981 survey. It is for your reference as you compare the salaries for the 25,000+ population in Rhode Island. The 1982 survey was not available, and the communities decided not to wait in order to get you the results of the Rhode Island survey. Thus, the salaries reported in Table 6 are one year old and should be treated as such as you do your own analysis.

TABLE 7

Fringe Benefits for Employees of Reporting Rhode Island Libraries

Type of Benefit	Paid	Unpaid	Time Off	Additional Pay	Both
Jury Leave	18 (23)	14 (21)	----	----	---
Military Leave	12 (10)	17 (26)	----	----	---
Educational Leave	5 (6)	27 (31)	----	----	---
Maternity Leave	7 (10)	25 (27)	----	----	---
Bereavement Leave	27 (29)	8 (8)	----	----	---
Meetings/Conferences	32 (33)	4 (5)	----	----	---
Paternity Leave	1 (2)	25 (35)	----	----	---
Personal Leave	10 (9)	23 (26)	----	----	---
Overtime	29 (35)	7 (8)	15 (15)	4 (6)	6 (6)
Medical Insurance	27 (30)	10 (10)	(in two cases, full-time only were paid)		
Life Insurance	8 (9)	30 (33)	----	----	---

Sick Leave

Are full-time paid?

YES

NO

28 (23) 9 (9)

Are part-time paid?

YES

NO

26 (20) 15 (11)

TABLE 8
Vacation Leaves for Employees of Reporting Rhode Island Libraries

PROFESSIONALS (no. of days)	YEARS ON THE JOB				
	1	5	10	15	20
0	1	---	---	---	---
1-5	4	3	3	2	2
6-10	14	5	3	2	2
11-15	4	8	3	2	1
16-20	7	9	14	9	10
21-25	4	6	6	10	8
over 25	1	1	2	1	3

OTHERS (no. of days)	YEARS ON THE JOB				
	1	5	10	15	20
0	---	---	---	---	---
1-5	5	3	2	1	1
6-10	16	5	1	---	---
11-15	5	10	5	3	4
16-20	---	4	9	5	5
21-25	1	3	5	9	6
over 25	---	---	1	1	4

	Paid	Unpaid
Full-time	27	6
Part-time	33	9

Table 7 reports the various types of fringe benefits available in Rhode Island. Not all surveyed reported on fringe benefits. The figures in parentheses show those reported in the 1981 survey. Increases in fringe benefits occurred with Military Leave, and Personal Leave. Everywhere else there was a decrease in the libraries giving fringe benefits under the various categories. When you look at the unpaid category, the picture is less encouraging. There were no increases in the number of libraries which provided unpaid benefits and only two types of benefits (Bereavement Leave and Medical Insurance) stayed the same. All the rest showed decreases. The one bright spot on the table is Sick Leave. In both full-time and part-time pay for sick leave, there were increases. From this chart, one can infer that cost savings are being realized through a cut in fringe benefits. A reduction in fringe benefits should be of concern, not only because it decreases overall benefits, but because it can create morale problems as well. In addition, a cut in fringes might inhibit participation in the Rhode Island Library Association.

Table 8 shows the Vacation Leave for employees of Rhode Island Libraries. Regardless of type of employee, professional or non-professional, the majority receive six-fifteen days of vacation each year. Professional librarians are not rewarded significantly better than non-professionals when it comes to vacations. There seems to be little change over last year.

Conclusions and Recommendations

When you look back at the tables, it is obvious that we have fared relatively well during the past year. While there are some danger signs in a couple of areas, overall the picture is not that discouraging. The trends identified have to be closely watched, and the Association must be prepared to take action if there is any serious deterioration in the salary and fringe benefits structure. Hard economic times mean reductions, and this cannot be helped. This does not mean that we should be complacent. We should take stock of how we prepare our budgets and present them to funding authorities so that we can do a better job in the budget process.

At the 1982 Annual Convention, the Rhode Island Library Association adopted a minimum \$13,000 starting salary. A quick glance at the table will tell you that, of the salaries reported, the following do not meet the minimum as called for by RILA:

5,000-9,999	Library Director	\$11,375
10,000-24,999	Assistant Director	\$ 9,800
	Staff Librarian	\$10,555
25,000+	Staff Librarian	\$ 9,599
	Branch Librarian	\$12,074

Two of the five positions listed are closed or relatively close to the desired minimum. The other three have a way to go. Priority should be set on raising these starting salaries to the \$13,000 minimum set by the Association.

The RILA Personnel Committee recommends continuation of the annual salary survey with the cooperation of DSLS and URI/GLS. When the Massachusetts Survey is released, it should be distributed to the membership for comparison purposes with the 1982 RILA Salary Survey.

Please feel free to comment on the salary survey and the content of this report. Since we feel 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, Naval War College, or to the authors.



MEMBERSHIP COMMITTEE REPORT
BY
PAUL DRAKE

The Rhode Island Library Association has a diverse membership, with members from all parts of the library community in the state, as shown in the figures below. In 1982/83 the membership has shown an increase, totalling 562 as of December 1, 1982. This year, the Association welcomes 93 new members.

Individual memberships:	525	
Public	167	(30%)
Academic	107	(19%)
Trustee	82	(15%)
Special	53	(9%)
School	39	(7%)
Retired	37	(7%)
Other	20	(3%)
Student	15	(3%)
Affiliate	4	(1%)
Honorary	1	()

Institutional memberships:	37	
Public Libraries	27	(5%)
Academic Libraries	5	(1%)
Special Libraries	5	(1%)

Members are reminded that they are to contact the Chair of the Membership Committee if they are not receiving the Bulletin. Since the Post Office will not forward third class mail, please notify him of any change in mailing address to insure uninterrupted receipt of the Bulletin.

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NOTE: This membership directory may not be used as a mailing list.

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* New member

@ Affiliate member

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377-2770
BROWN UNIVERSITY LIBRARY, Serials Division, Box A, Providence,
RI 02912, 863-2515
*CLARK MEMORIAL LIBRARY, Box 68, Shannock, RI 02875, 364-6100
*COVENTRY PUBLIC LIBRARY, 672 Flat River Rd., Coventry, RI
02816, 821-6400
CRANSTON PUBLIC LIBRARY, 1825 Broad St., Cranston, RI 02905,
781-9580
CROSS MILLS PUBLIC LIBRARY, Old Post Rd., Charlestown, RI 02813,
364-6211
CUMBERLAND PUBLIC LIBRARY, Diamond Hill Rd., Cumberland, RI
02864, 333-2552
EAST SMITHFIELD PUBLIC LIBRARY, 7 Esmond St., Esmond, RI 02917,
231-5150
GREENVILLE PUBLIC LIBRARY, Putnam Pike, Greenville, RI 02828,
949-3630
*JAMESTOWN PHIMENIAN LIBRARY, North Main Rd., Jamestown, RI
02835, 423-0436
JESSE M. SMITH MEMORIAL LIBRARY, 49 Main St., Harrisville, RI
02830, 568-8244
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02907, 461-1165
LANGWORTHY PUBLIC LIBRARY, Spring St., Hope Valley, RI 02832,
539-2851
LINCOLN PUBLIC LIBRARY, Old River Rd., Lincoln, RI 02865, 333-2442
MIDDLETOWN PUBLIC LIBRARY, 1521 West Main Rd., Middletown, RI
02840, 846-1573
*MOHR MEMORIAL LIBRARY, 1 Memorial Ave., Johnston, RI 02919,
231-4980
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RI 02882, 789-9507
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NORTH KINGSTOWN FREE LIBRARY, 100 Boone St., North Kingstown,
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NORTH SCITUATE PUBLIC LIBRARY, Greenville Rd., North Scituate,
 RI 02857, 647-5133
 PHILLIPS MEMORIAL LIBRARY, Providence College, River Ave. at
 Eaton St., Providence, RI 02908, 865-2242
 PONTIAC FREE LIBRARY ASSOCIATION, 101 Greenwich Ave., Warwick,
 RI 02886, 737-3292
 PORTSMOUTH FREE PUBLIC LIBRARY, 2658 East Main Rd., Portsmouth,
 RI 02871, 683-9457
 PROVIDENCE ATHENAEUM, 251 Benefit St., Providence, RI 02903,
 421-6970
 REDWOOD LIBRARY AND ATHENAEUM, 50 Bellevue Ave., Newport, RI
 02840, 847-0292
 RI DEPARTMENT OF STATE LIBRARY SERVICES, 95 Davis St.,
 Providence, RI 02908, 277-2726
 RI SCHOOL OF DESIGN LIBRARY, 2 College St., Providence, RI 02903,
 331-3511 ext. 116
 RI STATE LIBRARY, State House, Providence, RI 02903, 277-2473
 ROGER WILLIAMS COLLEGE LIBRARY, Old Ferry Rd., Bristol, RI
 02809, 255-2361
 SOUTH KINGSTOWN PUBLIC LIBRARY SYSTEM, 603 Kingstown Rd.,
 Peace Dale, RI 02883, 789-1555
 TIVERTON LIBRARY SERVICES, 238 Highland Rd., Tiverton, RI 02878,
 624-8079
 TYLER FREE LIBRARY, Moosup Valley Rd., Foster, RI 02825, 397-4801
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 WARWICK PUBLIC LIBRARY, 600 Sandy Lane, Warwick, RI 02886, 739-5440
 WEST WARWICK PUBLIC LIBRARY SYSTEM, 1043 Main St., West Warwick,
 RI 02893, 828-3750
 WILLETT FREE LIBRARY, Box 178, Saunderstown, RI 02874, 294-2081
 WILLIAM G. BRAUDE LIBRARY, Congregation Sons of Israel and David,
 70 Orchard Ave., Providence, RI 02906, 331-6070

Upcoming Conference of the Public Library Association

The impact on public libraries of the literacy rate, unemployment,
 advances in automation, reduced funding, and political action groups will
 be some of the basic issues librarians, technocrats, and politicians will
 address, debate, and discuss at the first national conference of the Public
 Library Association, a division of the American Library Association. "Ser-
 ving People--The Public Library Today and Tomorrow" is the theme of the
 Conference, which will be held March 23-26, 1983, in Baltimore, Maryland.

PLA'83, the last major conference for public librarians in the East
 for some years to come, will offer a practical learning experience for
 librarians, administrators, trustees, outreach workers, and friends of the
 public library from all over the United States and Canada, and an oppor-
 tunity to meet, hear, and exchange ideas with some of the most highly re-
 garded leaders in the public library field. Check the Winter issue of
Public Libraries for detailed information on registration and reservation
 procedures, or call Shirley Mills-Fischer, PLA Executive Director, at
 312-944-6780.



THE RHODE ISLAND LIBRARY ASSOCIATION CONSTITUTION
REVISION ADOPTED NOVEMBER 1981

ARTICLE I. NAME

This organization shall be called "The Rhode Island Library Association".

ARTICLE II. OBJECTIVE

The objective of the Association shall be to promote library and information services in the State of Rhode Island and to encourage interest in libraries, information centers, and librarianship.

ARTICLE III. MEMBERS

Section 1. The membership shall consist of Active, Institutional, Honorary, Life, and Affiliate members.

A. Active member: Any person currently engaged in library and information work or formerly engaged in library and information work, or any member (past or present) of a library and information center, governing or advisory body, or any student in or graduate of a school of library and information science, may become an Active member upon payment of dues as provided in Article VIII and shall have the right to vote and to hold office.

B. Institutional member: Any institution or library active in library and information service may become a member upon payment of dues as provided in Article VIII. An institutional member shall not have the right to vote.

C. Honorary member: Any individual nominated by the Executive Board and selected by the membership shall be an honorary member for a specified period of time to be determined by the Executive Board. An honorary member shall enjoy all the privileges of an active member except the right to vote and to hold office, and shall be exempt from the payment of dues.

D. Life member: Any individual who has been a life member before October 20, 1966, shall continue to enjoy all the privileges of an active member, and shall be exempt from the payment of dues.

E. Affiliate member: Any person, firm, or institution interested in library and information work, and not eligible under A or B above, may become an affiliate member upon payment of dues as provided in Article VIII, and is entitled to all the privileges of the Association except the right to vote and to hold office.

ARTICLE IV. OFFICERS AND EXECUTIVE BOARD

Section 1. The officers of the Association shall be the President, Vice-President/President Elect, Treasurer and Secretary. The duties of the officers shall be those which usually pertain to their offices.

Section 2. Executive Board

A. The Executive Board shall consist of the officers of the Association, the immediate Past-President, the ALA Councilor, the NELA Councilor,

and the Member at Large. Members of the Executive Board shall serve until their successors are announced at the end of the annual business meeting.

- B. The Executive Board may employ staff to carry out the purposes, policies, and programs of the Association.
- C. The Executive Board shall meet at least ten (10) times each year at the call of the President.

ARTICLE V. NOMINATIONS AND ELECTIONS

Section 1. Nominations.

- A. The Nominating Committee shall submit annually two (2) candidates for each of the offices of Vice-President/President Elect, Secretary, Treasurer and Executive Board Member at Large. Every other year the Nominating Committee shall submit two (2) candidates for the office of New England Library Association Councilor. Every fourth year the Nominating Committee shall submit two (2) candidates for the office of American Library Association Councilor.
- B. Nominees must be members in good standing.
- C. An individual may be nominated for re-election, but may serve no more than three (3) full terms per office.

Section 2. Election Procedures.

- A. Election shall be by mail ballot, and a majority vote shall elect.
- B. Each active and life member shall receive a ballot four (4) weeks prior to the annual meeting.
- C. Ballots shall be returned two (2) weeks prior to the annual meeting.
- D. The newly elected officers shall take office at the close of the annual meeting.

Section 3. Vacancies.

- A. The Executive Board shall fill vacant offices by a majority vote using a secret ballot.
- B. The Vice-President shall complete the unexpired term of the President in case of a vacancy in that office. If the Vice-President is unable to serve in this capacity, the Nominating Committee shall present names of candidates to the Executive Board, who shall elect a President to serve for the duration of the term of office.
- C. For other vacancies in elective office the Nominating Committee shall present names of candidates to the Executive Board, who shall elect officers to serve for the duration of the term except when the unexpired term exceeds one year. In that case, the person elected will serve to the close of the next annual meeting and the election procedures in Article V, Sections 1 and 2 shall be followed.

ARTICLE VI. MEETINGS

Section 1. The Association shall hold an annual meeting.

Section 2. Ten (10) percent of the members eligible to vote shall constitute a quorum for the transaction of business at an Association meeting.

Section 3. Meetings shall be conducted according to Robert's Rules of Order (current edition). A parliamentarian shall be appointed by the President for all business meetings.

ARTICLE VII. RIGHT OF PETITION

Section 1. Voting at the Annual Meeting.

- A. The membership of the Association may petition the Executive Board to place an item of business before the membership at the annual meeting. This petition must have twenty (20) signatures of voting members of the Association and be presented to the Executive Board at least sixty (60) days before the annual meeting.
- B. The text of a petition and the signatories of the petition shall be published in the RILA Bulletin or mailed to the membership prior to the annual meeting.
- C. For a petition to succeed a simple majority shall be required, provided that at least ten (10) percent of the eligible members vote.

Section 2. Voting by Mail.

- A. The membership of the Association may petition of the Executive Board to place on a mail ballot an item of business for a vote of the entire membership. This petition must have twenty (20) signatures of voting members of the Association and be presented to the Executive Board at least sixty (60) days before the mail vote. The Executive Board will conduct the balloting.
- B. The text of the petition and the signatories of the petition shall be included in the mailing.
- C. For a petition to succeed a simple majority shall be required, provided that at least ten (10) percent of the eligible members vote.

ARTICLE VIII. DUES AND FINANCES

Section 1. Dues shall be due and payable in July of each year and delinquent in September. If dues are not received in September, the privileges of membership shall be forfeited.

Section 2. Changes in Dues Structure

- A. Changes in the dues structure shall be recommended by the Executive Board for approval by the membership at the annual meeting or by mail ballot.
- B. Proposed changes in the dues structure will be published in the RILA Bulletin prior to the annual meeting or included in a mail ballot.

- C. A two-thirds majority vote shall be required in order to change the dues structure, provided that at least ten (10) percent of eligible members vote.

Section 3. The fiscal year of the Association shall begin July 1 and end June 30 of the successive year.

ARTICLE IX. COMMITTEES

Section 1. The President, in consultation with the Executive Board, shall appoint standing and other committees and designate the chair of each committee.

Section 2. Standing Committees.

- A. The following shall constitute the standing committees of the Association: Conference, Membership, Nominating, and Publications.
- B. The President, in consultation with the Executive Board, shall provide an annual written statement delineating the responsibilities of each standing committee.

Section 3. The President, in consultation with the Executive Board, shall appoint, designate the chair, and fix the charge of other committees as needed to conduct the business and carry out the purpose of the Association.

Section 4. In order to ensure good communication among its members no committee shall exceed ten (10) members unless approved by the Executive Board. The Committee chair has the autonomy to select the members and to determine the size of the committee. An attempt shall be made to have committee composition be representative of the Association membership.

Section 5. Appointments to committees shall be for two (2) years unless otherwise specified by the Executive Board. No member may serve more than four (4) consecutive years on the same committee.

Section 6. Committee Chairs.

- A. Each committee chair shall submit minutes of the committee's meetings to the President and/or another designated officer. Each chair shall also submit a written annual report to the Executive Board.
- B. Committee chairs may participate in Executive Board meetings but shall not have the right to vote.

Section 7. The President and Vice-President are ex-officio members of all committees, but do not have the right to vote in committees.

ARTICLE X. ROUND TABLES

Section 1. The Executive Board may authorize the organization as a round table or assimilate as a round table an existing group of not less than 20 members of the Association who are interested in the same field of librarianship not within the scope of any committee upon the petition by such a group.

Section 2. Round tables may elect officers, charge annual dues and limit their membership. Any member of the Association may become a member of any round table by complying with the requirements of membership.

Section 3. The Executive Board may discontinue a round table when in the opinion of the Executive Board the usefulness of that round table has ceased or upon the recommendation of the round table itself.

ARTICLE XI. AFFILIATION WITH OTHER ASSOCIATIONS

Section 1. Affiliation with other associations may be made by a vote of the majority of the members present at an annual business meeting of the Association, provided that notice of the proposed affiliation and an explanation of the affiliation be distributed to the membership thirty (30) days prior to the meeting.

ARTICLE XII. COUNCILORS

Section 1. ALA. The Rhode Island Library Association is a chapter of the American Library Association and is entitled to one councilor. The Councilor shall be elected by members of the Association who are also members of the American Library Association and shall serve for four (4) years, or until his/her successor is elected and qualified and shall automatically serve as a member of the Executive Board.

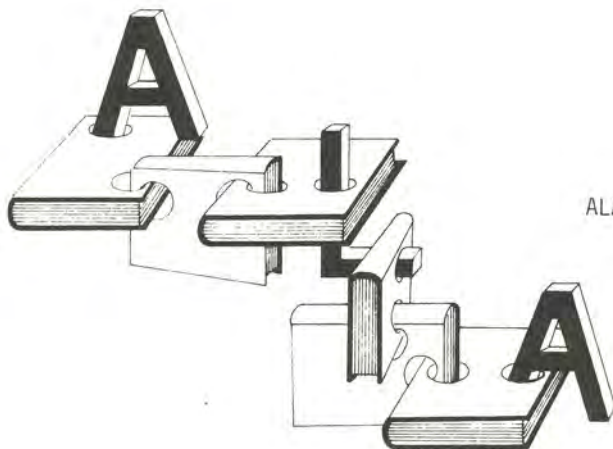
Section 2. NELA. The Rhode Island Library Association is a chapter of the New England Library Association and is entitled to one councilor. The Councilor shall be elected by the Association and shall serve for two (2) years, or until his/her successor is elected and qualified and shall automatically serve as a member of the Executive Board.

ARTICLE XIII. PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert's Rules of Order shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with this constitution.

ARTICLE XIV. AMENDMENTS

The constitution may be amended at any business meeting of the Association by a two-thirds (2/3) vote of the members present and voting, provided that the proposed amendment has been submitted to the membership at least thirty (30) days prior to the meeting.



ALA
Midwinter
Report
1983

Rhode Island was noticeable at this Midwinter Conference in San Antonio in several ways:

- 1) Senator Pell was unanimously endorsed by the Executive Board and Council for Honorary membership in the Association; an honor to him, to librarianship, and to Rhode Island. He will accept this honor at the Annual Conference in Los Angeles. We hope to fete him locally, and to publish the recommending and supporting documents in the Bulletin.
- 2) As directed by the RILA Executive Board, I presented Rhode Island's Minimum Salary Resolution to all other Chapter Councilors. Each representative interested in developing a similar effort in his/her state was invited to contact me or the RILA Personnel Committee for further information. Massachusetts Councilor, Margo Crist, also offered assistance. Massachusetts and Rhode Island are the two states to date which have adopted a minimum salary policy. Because it was too late to formally place this issue on the Chapter Conclave agenda, it will be introduced again at the Annual Conference with adequate time for discussion.
- 3) For the first time in memory, Rhode Island donated \$100 to the Washington Office to assist in its efforts toward legislation and funding for libraries. Many states do this regularly, using funds budgeted from their state associations' coffers. Rhode Island's contribution came from individual donations, which was duly noted when the contribution was announced at a Council session.
- 4) I attended a variety of sessions where the new OPM Standards, deprofessionalizing federal librarians were discussed, and where strategies were developed. This will be discussed further later in this report. I was able to introduce an amendment, endorsed by the Feminist Task Force, the Chapter Conclave, and the Council Caucus. The amendment was to a combination of resolutions. It requires that ALA give immediate priority attention to this issue, explore legal options, and report currently and continuously to the profession, which American Libraries and other professional journals have not done. The amendment also calls for a report to Council in Los Angeles.

* * * * *

The three major concerns of this Midwinter Conference were: 1) the fiscal difficulties of ALA; 2) a membership dues increase; 3) the OPM issue.

FINANCES: In its effort to wrestle with a deficit that has grown from \$178,000 to \$205,000 since June, the Executive Board agreed to withdraw \$95,000 from the Association's endowment. The Executive Board initiated, however, a schedule for repayment and for restrictions on further withdrawals. Council concurred.

DUES INCREASE: Anticipating objections to considering a membership dues increase at a conference at which the general membership was not represented, and before an increase could be widely discussed and debated, the Committee on Planning and Evaluation (COPES) table the issue.

OPM: Three resolutions were adopted. They will be coordinated/combined into a single statement by ALA staff. They were: 1) That ALA communicate with Congress and appropriate Federal agencies on the Standards, and explore legal recourses (N.J. Library Association). 2) Requesting withdrawal of the proposed Standards in order to conduct a new fact-finding effort, this time performed by a "full-partners" team of very wide representation (Committee on Legislation and the Federal Librarians' Round Table). 3) A general combination of the preceding points (PLA Board of Directors). All three resolutions were adopted as amended by Rhode Island. (Please see above.) We learned at the Conference that the Government Accounting Office (GAO) has been called in to review OPM's Standards. It will be important that this report be made available to ALA, and be widely publicized.

It was rewarding that this particularly immediate and vital issue was finally getting the wide attention it has been without, and that fiscal implications were not deemed a reason not to proceed. California, New Jersey, and Rhode Island were cited as states that have rallied in protest. All other states were given an "activity" sheet to use for further action.

* * * * *

Other Actions and Reports

- 1) Membership Resolution on S2372 and HR6455 (restricting access to abortion information)
- 2) OLPR Report on Librarians' Salaries (to RILA Personnel Committee)
- 3) Legislative Policy Statement (to RILA Federal Relations and Government Relations Committees)
- 4) Resolution on Reauthorization of LSCA (To RILA Federal Relations Committee)
- 5) Resolution concerning the Freight Pass Through (fees)
- 6) Decade of Disabled Persons
- 7) Council of Professional Associations on Federal Statistics
- 8) OLPR--Recognition of its services to librarians, and request that its reduction in staff be reviewed for full staffing within a year (RILA Personnel Committee)
- 9) 1992 World's Fair in Chicago
- 10) Support of the NCMHI Database
- 11) REMARC Editing Closing (Carrollton Press)

News Notes

- Council elected to the Executive Board: Arthur Curley, Beverly Lynch, and Margaret Chisolm.
- Fund raising events included a lively barbeque and dance at an old brewery, raffle of a Texas Instrument home computer, and a "library" quilt, bringing in \$10,000.
- Presidential candidates E.J. Josey and Ella Yates presented their positions on a variety of issues before several groups. These sessions were well-attended and offered an opportunity for attendees to clearly recognize position differences between the candidates.
- Chapter Relations Committee is preparing a report on the relationship between ALA and its chapters.
- The weather and the city of San Antonio were breathtaking. As a conference site, San Antonio provided a courteous, convenient, comfortable location for a complicated set of meetings. As a cultural and historical center with a truly Mexican flair, it provided a lovely and enticing place to be for a few days.

Jody Bush, ALA Councilor, Rhode Island Chapter



NEWS

from the

RILA EXECUTIVE BOARD

At the meeting of November 30, the Board set its operating procedures for the year.

The Board decided to write a letter to Rhode Island's Congress people to request that hearings on pay equity, as it applies to the proposed standards for federal library and information service workers, be re-opened. The letter was requested by the District of Columbia Library Association. The Board also approved the idea of enlisting the Coalition of Library Advocates to write letters in this regard.

President Howard Boksenbaum reported that the total volume of sales of library logo materials at the Annual Conference was \$635 (\$527 in sales and \$108 in orders). RILA should realize \$162.50 on these sales.

President Howard Boksenbaum was charged with the responsibility of appointing an editor for the Legislative Newsletter who will be paid \$500 to produce two issues per month during the General Assembly session (January to May).

The Board approved a press release on the availability of RILA's IFC Handbook.

The Board unanimously approved re-affiliating itself with RI/Junior Members Round Table for another year.

The Board recommended that Howard Boksenbaum inform public library boards and public library directors, by letter, of RILA's new policy regarding minimum salary and the advertisement of library positions.

The Board approved by consensus a proposal to be submitted by Jane Lemos to the Grolier Association for RILA bumper stickers.

Existing RILA special committees were reconfirmed for this year by consensus. Three new special committees were confirmed by the Board for this year: New Technologies, Financial Planning, Trustee Affairs. Chairpersons of RILA Committees for this year approved by the Executive Board are: Conference - Regina Slezak; Membership - Paul Drake; Publications - Debbie Barchi; Government Relations - Beth Perry; Intellectual Freedom - Melody Brown and Bill Bergeron; Personnel - Florence Doksansky; Public Relations - Jane Lemos; New Technologies - Jean Nash; Trustee Affairs - Connie Lachowicz.



RILA Committee News

conference

The Committee reported to the Executive Board that 330 attended the Annual Conference. A written report on the conference was submitted to the Board by Regina Slezak. All of the comments and suggestions from the evaluation forms are being reviewed by the Committee which will then formulate recommendations for the Board regarding the next conference.

government relations

The Legislative Open Meeting of the Government Relations Committee was held at Warwick Public Library on December 1st to set goals for the 1983 legislative session.

The committee is soliciting new members. Please contact Beth Perry at Rhode Island College if you are interested in helping in the legislative effort.

Beth Perry, along with Roberta Cairns and Christian King, is putting together a political handbook. It will be reviewed by the other members of the Committee and by the Executive Board before it is finalized and made available to the Rhode Island community.

membership

As of November, RILA had 560 members. The Committee is working on a recruitment brochure to distribute to potential members. The final draft should be ready for Executive Board review at the January meeting.

New England Archivists Plan Annual Meeting

New England Archivists will hold their Annual Meeting on April 23, 1983, at the Essex Institute and the Peabody Museum in Salem, Massachusetts. The program will cover topics in Family History, Genealogy, and Archives. It is open to all interested persons. For further information, contact Robert McDonnell, Curator of Archives, Massachusetts State Archives, State House, Boston, MA 02133.

BULLETIN BOARD

FUND DRIVE: Providence Public Library is conducting its annual fund drive during December and January in hopes of raising \$100,000. To mark the start of the drive Governor Garrahy proclaimed Monday, November 30, 1982 as Providence Public Library Day in Rhode Island. The governor urged all Rhode Islanders to support the "Challenge '83 Your Chance to Make the Difference" fund appeal. Mayor Vincent Cianci proclaimed December and January as Providence Public Library months, noting the high quality of service that the library has provided to residents and businesses for more than 100 years.

CHAMPLIN GRANT TO PPL: The Champlin Foundation recently granted almost \$340,000 to Providence Public Library for a multi-processor system. The new technology is a second computer system that will operate together with its present system. The combined system will increase the speed of computer transactions, quadruple the present system's capacity for storing information, and provide a back-up system in case the first computer stops working. The system will enable other libraries in Rhode Island to interconnect for on-line access to automated services, such as purchasing, cataloging and circulation, as well as giving the public direct access to automated catalogs in all member libraries.

VACUUM FUMIGATOR READY: The John Hay Library at Brown University has announced that its vacuum fumigator is now in operation and is available on a cost-plus-labor basis. For further information, call Roberta Sautter at John Hay, 863-1502.

ORIENTATIONS HELD: The Western System Office recently conducted two orientations to familiarize librarians and their staffs with the staff and workings of the System Office at the Warwick Public Library.

CRANSTON WINS MAGAZINE INDEX: The Cranston Public Library won a second place drawing from an exhibitor at the June ALA Conference in Philadelphia. The prize was a free three-month subscription to the Magazine Index--a microfilm periodical index. The equipment has been placed at the William Hall Library for the three month period.

OPEN HOUSE: Tyler Free Library is conducting an open house on January 16, 1983 to show off the recently completed interior renovation. The library is situated in southern Foster. Author James Houston is the featured speaker of the afternoon.

COVENTRY NEWSLETTER: Director Virginia Carter and her staff at the Coventry Public Library began publishing a newsletter this past fall. Entitled "What's Going On", the newsletter keeps patrons aware of library happenings.

STAFF EXCHANGE: The Coordinators of the five system offices in the state have established a policy of staff exchanges to familiarize the staff of their offices with the workings of each other. They are hoping that this staff exchange will lead to better understanding and better communication among the system offices.

KWANZA FESTIVITIES: The 10th anniversary celebrating Black heritage held recently at Providence Public Library South Providence Branch featured an expansion of the traditional African Harvest festival, Kwanza, to include adult participants as well as children. Adults read poetry, the Lion I Band performed, and African experts spoke about Kwanza from two perspectives. The children dramatized the seven principals of the harvest festival. The celebration was made possible by funding from the Mayor's Office of Community Development.



--The new officers for the Executive Board of the Rhode Island Library Film Cooperative are: Chair-Mattie Gustafson, Essex Library, Tiverton; Vice-Chair-Eileen Tierney, URI A/V Center; Secretary-Jackie Lamoureux, Hope Library.

--Helen Doolan, Providence Public Library Smith Hill Branch librarian, retired at the end of December after 45 years of service. She received her library training at Providence Public Library and in 1944 was appointed Children's Librarian at Sprague House and Smith Hill Branch. She was appointed Branch Librarian at Smith Hill in 1955 and was the first person to receive a community service award from the neighborhood Multi-Service Center Executive Directors Association. A reception in her honor was held at the Smith Hill Branch on December 14.

--Irene Demers, media specialist at the West Warwick High School Library, has been appointed Coordinator of School Media Centers for the public school system in West Warwick. She will continue her duties at the high school and will devote one day per week to her new duties as coordinator.

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CALENDAR

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- January 18 Young Adult Round Table
 Topic: Science Fiction/Fantasy
 Place: Toll Gate High School
 575 Centerville Road, Warwick
 Time: 9:30 a.m. coffee; meeting at 10:00 a.m.
- January 20 Personnel Seminars
 Topic: Stress Management
 Place: Providence Public Library
 150 Empire Street, Providence
 Third Floor Meeting Room
 Time: 7-8:30 p.m.
 Contact: Fran Farrell, 521-7722, ext. 228
- January 20 RI/JMRT and Rhode Island Chapter of the
 Special Libraries Association
 Topic: Archives and Record Management
 Place: Rhode Island Historical Society
 Time: 7:30 p.m.
- January 27 Infoex
 Topic: Board/Librarians
 Place: Newport Public Library
 Aquidneck Park, Newport
 Time: 9:30 a.m. coffee; meeting at 10:00 a.m.
- February 17 Infoex
 Topic: Money Talks: Rhode Island Funding Sources
 Place: Providence Public Library
 150 Empire Street, Providence
 Time: 9:30 a.m. coffee; meeting at 10:00 a.m.

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 Linda Manning, 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 preceeding 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.

-Connecticut-

LIBRARIAN: Public Services, University of New Haven, New Haven, Connecticut. (Search reopened) Administers and coordinates range of documents, micro-media, information and instructional activities, including service at reference desk. Evening and weekend hours required. Requirements: ALA accredited MLS, with minimum of five years' increasingly responsible professional administrative and supervisory experience in an academic/research library. Documents experience preferred. Ability to communicate clearly, both orally and in writing, and ability to work with library staff at support and professional level. Salary depending upon qualifications. Send resume to: University Librarian, University of New Haven, 300 Orange Avenue, West Haven, CT 06516. Application deadline: January 17, 1983. Affirmative Action/Equal Opportunity Employer. (Chronicles of Higher Education, December 1, 1982)

LIBRARIAN I: Children's Services, Ferguson Library, Stamford, Connecticut. Duties include children's reader's advisory, reference, programming, and school visits. Requirements include MLS and experience in children's work. Ferguson Library is the public library for a city of 102,000 and is 45 miles from New York City. Salary from \$16,102 with liberal benefits. Send resume to: E. Barata, The Ferguson Library, 96 Broad Street, Stamford, CT 06901. (New York Times, November 28, 1982, no closing date)

LIBRARIAN I-II: Government Documents Cataloger, University of Connecticut, Storrs, Connecticut. Responsible for original description and subject cataloging and classification of foreign and international government monographic documents. Requirements: MLS, experience as professional cataloger, preferably in academic library, demonstrated knowledge of LC classification and subject headings and AACR 2. Working knowledge of at least one modern European language, some evening work. Salary: \$14,500-\$16,500, depending on qualifications. Temporary position through June 1983 and supported by grant funding. Resumes received by January 3, 1983 will be given preference in screening process. Resume and cover letter to: Administrative Offices, University of Connecticut Library, U-5A, Storrs, CT 06268. Affirmative Action/Equal Opportunity Employer. (Hartford Courant, December 19, 1982)

LIBRARIAN II-III: Serials Cataloging (Two Positions: Cataloging Department and Government Publications Department. Provide original cataloging and classification for serial materials; edit copy in OCLC data base; provide name and series authority work. Cataloging Department: Serve as liaison with other departments for serials cataloging policies and procedures, coordinate all aspects of serials cataloging including assigning work of appropriate staff. Government Publications Department: Serve as liaison with Technical Services Division, some reference work. Qualifications required: ALA accredited MLS; 2-6 years cataloging experience including serials cataloging; working knowledge of LC schedules and AACR II; foreign languages especially French and German; some evenings and weekend work. Desired Qualifications: Working knowledge of OCLC and government publications; reference and supervisory experience; slavic languages. Appointment as University Librarian II or III based on experience, initial salary range of \$16,500-\$21,000. (Candidates with substantial pre-MLS cataloging experience may be considered for appointment at lower rank and salary.) Resumes and cover letters to University of Connecticut Library, U-5A, Storrs, CT 06268. Resumes received by January 21, 1983 will be given preference in screening process.

-Massachusetts-

ELEMENTARY SCHOOL LIBRARY COORDINATOR: Acton Public Schools, Mass. School year-school day position. Student enrollment of 400, faculty of 30; dynamic atmosphere and large modern library. Salary range to \$975/month, negotiable according to experience and training. Send application letter, resume, transcripts and three letters of recommendation to: Pat Barry, Superintendent's Office, Acton Public Schools, 16 Charter Road, Acton, MA 01720. For information, call (617) 264-4700. (Boston Globe, December 12, 1982, no closing date)

ASSISTANT LIBRARIAN: Wellesley Free Library, Wellesley, Mass. Functions as automation project officer, duties include systems analysis for current and projected library programs and long-range planning for automated services; creation of RFP for automated integrated system, and project implementation; and assisting Head Librarian in general library operations. Qualifications include MLS, supervisory experience and demonstrated library automation skills. Salary begins \$21,300. Available February 1, 1983. Send resume to: Personnel Department, Town Hall, 525 Washington Street, Wellesley, MA 02181. (Boston Globe, November 28, 1982, no closing date)

ASSISTANT LIBRARIAN: Worcester State College, Worcester, Mass. Responsibilities include general reference; bibliographic instruction; on-line computer searching; educational resources and children's collection. Requirements: 3 years of professional experience and MLS. Salary: \$13,000 to \$18,000 depending upon qualifications. Send resume to: Worcester State College, Director of Affirmative Action, Worcester, MA 01602. (Boston Globe, December 12, 1982)

-Rhode Island-

HEAD REFERENCE LIBRARIAN: Rhode Island College, Providence, R.I. Twelve-month faculty tenure track position. Responsibilities include management of Reference Department and Coordination of bibliographic instruction, on-line data base searching, and reference collection development. As Head Reference Librarian, provides general reference services to faculty, students and staff. Requirements: MLS, three years of full-time experience as reference librarian, to organize work, and to supervise the work of others, plus demonstrated capacity to interact effectively with library users and staff. Experience with on-line searching and with the development of a bibliographic instruction program desired. Appointment will be at the rank of Assistant or Associate Professor, with a salary range of \$15,720 to \$30,000. Send letters of application with resume and college placement office credentials, or three current references to: Office of Personnel Services, Rhode Island College, 600 Mt. Pleasant Avenue, Providence, RI 02908, Attention: Director of the Library. Application deadline: January 28, 1983. Affirmative Action/Equal Opportunity Employer.

DIRECTOR: Pawtucket Public Library, Pawtucket, R.I. Director for public library serving city of 71,033 population, which is also regional center for twelve cities and towns in northern Rhode Island serving regional population of approximately 330,000. Requirements: ALA accredited MLS, 10 years public library experience with at least 7 years in administration. Salary range: \$25,000 to \$27,000. Pawtucket Public has 153,000 volumes, annual circulation of 236,740 and city budget of \$541,426 with state monies of \$150,813. Current expansion and renovation project costing \$2,500,000 links two historic buildings in overall library complex. Library staff includes 31 positions and one bookmobile. CLSI circulation system and strong library emphasis on programming and publicity. Send letter and resume to: Gerald Burns, Chair, Board of Trustees, Pawtucket Public Library, 13 Summer Street, Pawtucket, RI 02869. January 31, 1983 is closing date for applications.

RILA EXECUTIVE BOARD MEMBERS

President

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Interrelated Library System
Barrington Public Library
County Rd., Barrington 02806
Bus. Phone: 245-3875
Home Phone: 831-5844

Vice-President/President Elect

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

Member-at-Large

Mary Ellen Hardiman
No. Providence Union Free Lib.
9 George Street
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Bus. Phone: 231-5300/5301

ALA Councilor

Jody Bush, Providence Pub. Lib
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Bus. Phone: 521-7722, X207
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Past President

Anne Parent
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Cranston 02905
Bus. Phone: 781-2452/2450
Home Phone: 884-8435

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Treasurer

Charles Moore
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NELA Councilor

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Conference

Regina Slezak 437-1878

Membership

Paul Drake 739-1919

Public Relations

Jane Lemos 846-1573

Intellectual Freedom

Molody Brown 277-2726
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