

1982. 130p. \$19.95 cloth. LC 82-6238. ISBN 0-86656-175-7.

Union catalogs and union lists have noble traditions in library services, but as the introduction to one of these volumes states, they are no longer a simple merger of card catalog-oriented records. Both have been transformed by technology, by changes in cataloging practices, and by the sheer volume of data that needs to be included.

Of these two volumes, *The Future of Union Catalogs* is the more interesting and more timely. The participants in the International Symposium on the Future of the Union Catalogue, University of Toronto, May 21-22, 1981, were able to look at the past and present of union catalogs, assess the problems imposed by advancing technology and conflicting standards, and present some interesting directions, in some cases, alternatives, for union catalog development.

James F. Govan stresses the difference between a union database and a union catalog as he examines objectives and economics; Stephen Salmon and Margaret Beckman focus on the use and users of online catalogs; Joseph Howard and Jean Plaister describe experiences in the United States and in Great Britain to augment information already available to United States and Canadian librarians. Standards and conformity to standards are important issues well addressed by several of the contributors. Samuel Rothstein describes himself as the "sceptical outsider" who began his investigation into union catalogs "uninformed and uncommitted; [he] ended it unimpressed and unconvinced." He goes on to explain why and to suggest alternatives. Susan K. Martin's summary refers back to a piece published in 1940 and succinctly presents what has changed since then and what has not. As to the future of automated union catalogs, she states that "to date we have merged bibliographic files, not union catalogs." The volume's contents are diverse, meaty, well written, and thought-provoking.

*Union Lists: Issues and Answers* contains the proceedings of a one-day workshop on union lists of serials held in California on December 8, 1979. The series editor states: "This book is intended to assist un-

ion list planners to identify concerns and problems they will encounter in their work." What it really does is document the state of the union list as of 1979, pre-AACR2 implementation with all the specifiers that raised, and as such has limited value to present-day planning.—*Fay Zipkowitz, Rhode Island Department of State Library Services.*

*Studies in Library Management*. V.7. Ed. by Anthony Vaughan. London: Clive Bingley, 1982. 237p. \$19.50. ISBN 0-85157-322-3.

This is the seventh in a series of publications that have been issued on a somewhat periodic basis since the early 1970s. As with previous series parts, the articles in this volume are a mixed bag. Under the general theme of "Management," Vaughan has brought together eight articles on themes varying from "Women in Library Management" to "Obstacles to the Modernization of a Library System: A Case Study of France." Although most articles have a definite British slant, two relate to specific aspects of librarianship in France and Denmark. Articles also run the gamut from research, "Demonstrating Library Value: A Report of a Research Investigation," to the how-we-done-it-good, "The Incorporation of the British Museum Library into the British Library."

Because of differing writing styles and contents, some chapters are more readable and useful than others. One very readable chapter discusses women in library management, and effectively demonstrates that Britain is behind the United States in recognizing abilities and talents and promoting women into positions of responsibility in libraries. There is also greater disparity in salaries than on this side of the Atlantic.

Chapters with a strictly British tone include the preparation of nonprofessional staff; a detailed chapter on automated catalogs—including a listing of cooperatives in Britain; and a chapter on the reorganization of the British Library Reference Division.

More general chapters include one on work motivation, another on new technology in academic libraries, and a third on a research investigation into library value.

Each chapter holds interest for a specific audience. Unfortunately they are all lost in a collection of this sort. They would have been better placed as journal articles where their content could have reached the specific audiences for which they were written.

Unless a library has a standing order for the series, this individual volume will add little to its professional collection.—*Robert D. Stueart, Simmons College, Boston, Massachusetts.*

**ALA Survey of Librarian Salaries.** Office for Research and Office for Personnel Resources with assistance from the University of Illinois Library Research Center. Chicago: American Library Assn., 1982. 108p. \$40 paper. LC 82-11537. ISBN 0-8389-3275-4.

In using any survey it is important to distinguish between what it is and what it is not. Because of the pressure of economics and the availability of other data, this survey covers only two types of libraries: "public libraries serving populations of at least 25,000 and academic libraries which are not part of the Association of Research Libraries (ARL)." Those who seek salary information on other types of libraries must seek elsewhere, but they can be aided in doing so by a bibliography of salary surveys, which is included in an appendix.

The survey was sent to fourteen hundred randomly selected libraries in January of 1982. Five types of library categories were stratified by four regions in the United States. Response rates by type varied from 54 percent for two-year colleges and universities to 82 percent for large public libraries. Small public libraries had a response rate of 73 percent, and four-year colleges, 57 percent. A copy of the survey instrument and a note on the technical considerations in the sampling are contained in an appendix.

The survey attempted to elicit information about thirteen job titles ranging from director, and associate or assistant director, to coordinator of children's services. Some of the titles were unique to public libraries, but the rest could also exist in academic libraries.

There are obvious difficulties in any sur-

vey in communicating with the respondent. The surveyor cannot know and cannot really take into account all of the particulars in every case; summary decisions must be made. In this case decisions were made on issues such as the meaning of "full-time," "professional," job level, position title, and contributed salary. Users of this survey should be careful to read what the compilers say about how these issues were handled. Decisions are reasonable, but individual users may confront a different situation than those summarized by the compilers.

The actual data of the survey are arranged by position, scheduled and actual salaries for each position, the four geographic regions plus an "all" category, and finally, within each cell by low, mean, and high salary together with the number in the cell.

The surveyors present, in supplementary tables, data on beginning professional salaries and on employee benefits—a notoriously difficult type of data to elicit and analyze. There are also useful appen-

## Heritage on Microfilm

Rare and out-of-print titles and documents on 35mm silver halide microfilm.

- French Books before 1601
- Scandinavian Culture
- 18th Century English Literature
- Victorian Fiction
- Literature of Folklore
- Hispanic Culture

Send for catalog and title information today.



GENERAL  
MICROFILM  
COMPANY

70 Coolidge Hill Road  
Watertown, MA 02172  
(617) 926-5557