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September 1976, vol. 67, no. 9

- Library School Curricula
- Programming Languages
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RESEARCH ADVANCES IN ALCOHOL AND DRUG PROBLEMS, Vol. 3
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SEPTEMBER 1976
VOLUME 67, NUMBER 9

Letters	5A	
Decisions for Library School Curricula	409	Irving M. Klempner
String Processing Facilities of Programming Languages	415	William Saffady
The Humanization of Information Science	421	Stanley A. Elman
Practical Training for Indexing	428	Eugene B. Jackson Robert Elzy Cogswell Terry Foster
Cooperation among Foundation Librarians in the New York Area	433	Muriel Regan
Thoughts on the British Library	437	Anya Derrick

SLA News

67th Conference Denver	441	
Denver—1976	459	Mary Sexton
Reports of Committees and SLA Representatives 1975–76	467	
In Memoriam	487	

Vistas

Washington Letter	489	Reviews	493
Coming Events	490	Pubs	494
Placement	9A	Index to Advertisers	10A

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Mina M. Ellingson
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A Triumph!

Congratulations on getting another essay by Gordon Randall on budgets! It is a proper triumph!

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Frank Wagner
Celanese Chemical Company
Corpus Christi, Texas 78408

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The New Imperatives:

Decisions for Library School Curricula

Irving M. Klempner

State University of New York at Albany,
School of Library and Information Science,
Albany, N.Y. 12222

■ Economic conditions have adversely affected professional employment in a number of fields including librarianship. Proposed solutions to reduced opportunities for professional library employment include demands that library schools limit the number of students admitted to their graduate programs and that ALA impose a moratorium on the accreditation of new library schools. Rather than retrench, limit and reduce library school programs and enrollments, proposed is an intellectualization, expansion and deepening of library school goals, objectives and curricula to encompass all facets of document organization and information service activities applicable for the organization and servicing of recorded information in traditional as well as nontraditional information service environments.

THE ECONOMIC squeeze has been apparent for some time and its effects on the library world have been quite pervasive. Hardly an *LJ/SLJ Hotline* issue is circulated these days without some reference to curtailed library staffing, to reductions in library services, to unrealized library building programs—often the result of aborted bond issues, reduced federal funding, lowered citizen expectations, or decreased state, county, and municipal support. It is obvious enough that professional library positions have become scarce, that mobility within the profession has been reduced, that administrators are seeking to fill beginning positions with experienced professionals, that, in a number of instances, professional positions have been eliminated or reclassified to clerical positions. Moreover, questions are being raised and demands published to limit library school enrollment within present ALA accredited schools, and to declare a moratorium on the accreditation of new schools.

Is it simply the current national economic malaise that is to be blamed for the difficulties that are now facing professional library staffs and the fledgling graduates of library schools? Is a shrinking job market and a multitude of applicants for every advertised position to become the new order of the day to be accepted with equanimity by the deans and faculties of library schools and the profession at large? Are the prevailing library school curricula realistically geared to cope with the current requirements of the marketplace and the future information requirements of our society?

It may, of course, be argued that the present economic difficulties represent a

temporary and fleeting phenomenon. After all, the economy is purportedly on the way to recovery. The employment situation, we are told, is improving. Even if these concerns were to be dissipated, for states such as New York, New Jersey, Connecticut, Michigan, Massachusetts, Georgia, California, and perhaps others, the "days of wine and roses" may indeed be over, or may be in abeyance for some time to come. A current economic analysis by the *New York Times* reveals that while the fiscal plight of some of the eastern states has been dramatic and publicized in a wide variety of media, similar difficulties are shared by a dozen populous states across the country *(1)*. A diverse group of social scientists, scholars and urban experts are reported to be viewing the financial situation in New York City not as an aberration or mere accident of history, but as a "harbinger of the conflicts and travails that will beset not only other cities, but private institutions that serve the public." Thus, the director of the center for Urban Policy Research at Rutgers, the State University, George Strenlieb, is quoted as saying: "I would suggest that what we are presiding over is none other than a decline in the American standard of living." Douglas Yates, professor of political science at Yale University, notes that New York City's fiscal crisis is indicative of "the end of an era in which we define most of our social problems as resources problems" to be solved through infusion of additional funds and manpower. At New York University, professor of urban values, Irving S. Kristol, states: "New York symbolizes a scaling-down of services in all of our institutions, which have inflated to an extraordinary degree *(2)*."

Employment Outlook

What, then, is the long-term outlook for the profession of librarianship? Based on available evidence, how stable and well-financed will be its institutions? What is, what should be the professional responsibility toward individuals seeking to enter this field now and in the future? What kind of curricula should be developed to enable the graduates of library schools to become economically competitive in a "world of information" desperately requiring a variety of information services and, in addition, perhaps, a variety of information service facilities?

Researchers at the Bureau of Labor Statistics (BLS) of the U.S. Department of Labor have recently concluded a study on the "requirements and supply" of library workers *(3)*. One of the co-authors of the study notes:

> A critical shortage of professional librarians was widely reported in the mid-1960's, and a number of steps were taken to ameliorate the situation. . . . By 1970, however, supply/demand conditions had undergone a sudden and largely unanticipated shift. The need for ever-growing numbers of library personnel began to wane, mostly because of declining school enrollments and the imposition of austerity budgets by state and local authorities. Enrollments in graduate library education programs continued to rise, however, and in short order, libraries were being swamped by job applicants and new graduates were finding it difficult to get jobs *(4, p. 279)*.

Taking into account a variety of relevant factors, for the period 1970–1985, the BLS study projects a rise in professional library employment from 115,000 to 167,000, with the total number of employees in librarianship rising from 235,000 to 374,000. To meet the projected requirements for growth and replacement, available positions for librarians are expected to average 11,200 a year between 1970 and 1985, compared to an estimated 9,000 new library school graduates entering the labor force. Thus, only 2,200 positions a year were expected to be open to individuals seeking reentry, delayed reentry, or transfer from another field. The BLS researchers concluded that their data point toward a marked slowdown in employment growth for library occupations over the 1970–1985 period, with growth expected to be slowest during the 1970s, and much of the overall 1970–1985 increase to occur after 1980 *(4, p. 284)*.

The above conclusions are based on data which were available in 1972 and early 1973. The projections could not, of course, take full cognizance of current na-

tional and local economic conditions. Indeed, one of the underlying assumptions of the study is that basic economic factors would not veer from long-term paths. Furthermore, the projections for 1980 and 1985 assumed a 4% unemployment rate for the civilian labor force and a 3% annual increase in the implicit price deflator for the gross national product (*3*, p. 50). It would have been difficult, also, to predict and fully factor in such developments as the rapid ALA accreditation of new library schools, the proliferation of unaccredited graduate and undergraduate programs in librarianship, the swift development and utilization of networks such as OCLC, the increasing employment of paraprofessionals, the acceptance and overall diffusion of library automation.

Clearly, the projections of the BLS study are reflective of the personnel requirements for existing positions within existing institutions. Even the limited number of projected new jobs is anchored in traditional library settings. The BLS projections, then, seek to portray an extension of current and past library manpower needs and current and past rates of change within the library profession as it was then interpreted and understood.

Reactions to Projections

An examination of the recent library professional literature reveals that what now appear to be the over-optimistic projections of the BLS study evoked from the field a number of cautious, depressing, if not alarmist reactions. Typical is the following:

> . . . faced with a stable market for their product for at least the next decade, library schools must hold the line on numbers of students admitted to their programs. It is hardly realistic, as some critics have advocated, to expect library schools to *cut back* on student admissions, particularly since in the typical university situation student population and size of faculty are heavily equated with funding for the school. But it is not unfair to expect library educators to reprogram themselves vis-a-vis the 'bigger is automatically better' syndrome, which has so long been a part of the Great American Dream in library schools and elsewhere *(5)*.

The BLS researchers themselves, while not specifically calling for curtailment of library school enrollments, nevertheless point in that direction (*3*, p. 50). Anne Kahl states:

> . . . because of the relatively short period of specialized study required for a library science degree, library schools are in a better position to adjust to a changing job market by modifying enrollment levels and course offerings than most professional schools. Those schools concerned about the career satisfaction of past as well as current graduates may decide to curtail expansion; some already have done so . . . (*4*, p. 287).

Within the recent past, almost every professional library journal published some article illustrating the woes inherent in finding library employment. Many of the reactions from the field generally hovered around suggestions for limiting enrollments in library schools, reducing library school faculties and course offerings, limiting the accreditation of library schools, etc. A library educator's contention that library school graduates "can find ways to be professional without being on the payroll of a library *(6)* brought forth a plethora of bitter rejoinders.

Points out one critic, the entrepreneurial examples of librarianship cited in the article are feeble and of little value "inasmuch as 99% of librarians *do* [emphasis not added] work in traditional settings." We are admonished: "with obvious trends towards higher budgets and fewer openings for librarians, all graduate library schools should have enough guts to face the facts and voluntarily curtail enrollments *(7)*." Another critic, a Washington, D.C.-based coordinator of library projects, notes that the present employment situation is indeed dismal. In the D.C. metropolitan area alone, the D.C. Library Jobline receives an average of 450 inquiries per week, many people are out of work, and jobs are simply unavailable. Also note: ". . . library school like medical school is essentially a trade institution. Few people attend because they are overwhelmed with the philosophical beauty of the Anglo-American Rules [sic] or are consumed with intellectual curiosity about bibliographic tools. Most people

seek admission to a library school because they hope to work as librarians *(8).*" Writes another critic: "Students enroll in library schools to prepare themselves for a career in library work, not merely to 'learn about librarianship.' To pretend otherwise is self-serving on the part of library schools. It *is* time to think of the job market in determining enrollment" *(9).*

The Profession of Librarianship

In reviewing much of this literature, one is struck by the highly pragmatic, visceral, unimaginative and, in a sense, defeatist reactions from the field. Is librarianship, indeed, a profession to be practiced forever within the confines of libraries? Is the primary and sole concern of graduate library school curricula to be the extant job descriptions to be found within existing library institutions? Is librarianship henceforth to retrench, regroup, man the barricades against current and impending financial onslaughts, curtail its aspirations, and disown, e.g., the first and major assumption of the NCLIS report *(10)* that "the total library and information resource in the United States is a national resource which should be developed, strengthened, organized and made available to the maximum degree possible in the public interest?" Is that part of the national information resource which is now housed and often haphazardly serviced outside libraries, to be considered outside the realm of librarianship, i.e., to be "developed, strengthened, organized and made available to the maximum degree possible in the public interest" by non-librarians? Are individuals who are not trained in the principles of librarianship capable of maximizing the organization, access and utility of this information resource? In short, are librarianship and library school curricula to concern themselves solely with the types of book and nonbook materials traditionally stored and serviced by librarians in libraries?

If, as I believe, the prevailing answer to the above questions is in the affirmative—if that is the thinking of a major portion of the deans and the faculties of library schools, of students entering the profession, of library practitioners in the field—then it is of utmost importance to realize that library schools are faced not just with the choice of indifference or retrenchment, but with the choice also of reorienting and broadening curricula, of exploring new curricula, of expanding recruitment for highly motivated and innovative students, of investigating, visualizing and lobbying for new types of non-traditional employment opportunities for the future graduates of library schools.

Reorienting Attitudes

What are some of the novel elements for these curricula and what sort of new job opportunities may emerge? Let us examine some illustrative examples: Under subsection (a) (2) of the U.S. Freedom of Information Act (5 U.S.C. 552) each federal agency is required to maintain and make available for public inspection and copying "a current index providing identifying information for the public" with respect to the agency's materials, "i.e., final opinions and orders, policy statements and interpretations, administrative staff manuals and instructions, and similar documents." An amendment to the Freedom of Information Act (P.L. 93-502), enacted Nov 21, 1974, and effective Feb 19, 1975, requires that this index be published and distributed promptly at quarterly or more frequent intervals, unless the agency determines, by order published in the *Federal Register*, that such publication is unnecessary and impractical. If the latter is the case, copies of the internal agency index are to be made available to the public on request at cost of duplication. Even for security-classified government documents, generated and stored by federal agencies in the millions, National Security Council directive of May 17, 1972 (37 F.R. 98, May 19, 1972), calls for "each Department originating classified information or material to undertake to establish a data index system for such documents in categories approved by the Interagency Classification Review Committee as having sufficient historical value

appropriate for preservation." Moreover, a substantial number of state legislatures have recently enacted or strengthened their "Sunshine Laws" which call for internal organization and public access to state, county and municipal documents.

How many potential, non-traditional employment opportunities exist within the federal and state agencies for the graduates of our library schools qualified to carry out the above federal and state legislative provisions? How often have professional library associations lobbied for the funding of these positions? How many industrial organizations, hospitals, banks, universities, and other public and private institutions are confronted with the dire problems of managing and making accessible their administrative or public records? How many other latent job possibilities would become realities were allegiance to be switched from that of training librarians for positions in libraries to that of organizing information resources in whatever environment?

To attain such a transformed point of view, to allow for future ease of mobility within the information service field, to create the perspective, motivation and eventual self-confidence within the information service professional, a fundamental change in attitude will be required not only on the part of the deans and faculties of library schools, but also on the part of the profession at large. Continuing education programs for practitioners as well as administrators may be of considerable value here. The existing curricula in library schools would, of course, need to change to reflect this fundamental change in attitude. To be innovators rather than followers of trends, what is required on the part of library school deans and faculties is not quick and silent capitulation to the emotional and short-sighted demands from the field to reduce course offerings, to curtail enrollments, to declare moratoriums on new library schools, etc.,—what is required is innovation and action resulting in the intellectualization, generalization, and expansion of library school curricula to encompass all facets of document organization and information service activities.

Some schools have already begun this process, and obviously, not every school need offer a concentration in each segment of the revised curriculum. It would nevertheless follow that an intellectualized, generalized and expanded curriculum would, of necessity, lead to a more pervasive and in-depth study and analysis of the principles of librarianship—principles applicable for the management of recorded information in traditional as well as non-traditional information service environments. It would also follow that such an orientation would, in effect, focus on information organization and service principles governing not so much the profession, as the discipline of librarianship. The suggested curriculum approach would result in a considerable lessening of emphasis on existing LC and DDC library classification schemes, subject heading lists, information carriers primarily stressing books, or the existing physical and administrative structures for their housing and servicing. Certification standards for information service positions should, and, hopefully, would become the products rather than the determinants of library school curricula. Freed from the overwhelming preoccupation with print-oriented clientele, existing job descriptions for library personnel, existing bureaucratic structures for their processing and utilization, the new library school curriculum would, at long last, seek to study and analyze objectively the fundamental components and links within the total information transfer chain, i.e., from the producer of information to the consumer of information. It is only within such a framework that specific library applications would take on meaning and significance.

Of course, a majority of the graduates of library schools would still find employment in libraries. However, it is necessary to determine when, if not *now*, to begin to develop the attitudes and curricula conducive to the creation of urgently needed new types of information services and the requisite new information structures for their realization. Would it not be ironic, entering as society now is the almost totally information-dependent post-in-

dustrial era, confronted as society now is with accelerated information needs, if professional schools were to falter and fail by looking backward, rather than seeking to fulfill these needs and seeking to advance the "right to know" aspirations of the citizenry?

In good times or bad times opportunities for innovation and action exist. During times of economic crisis and bleak economic forecasts, innovation and action become imperatives. Perhaps the proper time has arrived for a majority of our library schools to begin the essential changes and revisions of their curricula—curricula based upon the concept of a total national information resource to be made accessible to all segments of society. Curricula based not on existing and potential job markets for librarians, but based on existing and potential job markets for information service professionals. Curricula based not solely on librarianship as a profession but based also on librarianship as a discipline. Curricula based *not* so much on pragmatic as on theoretical considerations. Such curricula may, in the long run, prove to be most pragmatic.

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String Processing Facilities of Programming Languages

A Survey for Library Applications

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■ Library text production and information retrieval applications require a programming language with string processing facilities. This paper reviews the concept of string processing and surveys string processing facilities in seven popular programming languages: COMIT, SNOBOL, PL/1, APL, COBOL, FORTRAN, and ALGOL.

FROM the programming standpoint, library automation is a multi-faceted activity consisting of at least four problem areas: 1) the mechanization of clerical activities associated with circulation, ordering, serials control, and accounting; 2) operations research; 3) the production of catalog cards, book catalogs, bibliographies and other textual documents; and 4) information retrieval. Mechanized housekeeping and operations research applications draw on the standard repertoire of the professional scientific or commercial programmer and require numerical computation, file management, and report generating capabilities. In these applications, non-numeric data handling is usually limited to alphabetic sorts or printing of character string literals as headings. Character by character manipulation is rarely required.

By way of contrast, text production and information retrieval programs must operate primarily on non-numeric data, and the language chosen for them must offer string processing facilities in addition to the more common arithmetic operators and file management capabilities. String processing facilities are generally poorly understood by professional programmers who are seldom confronted with applications requiring them. Some string processing languages are not intended for professional programmers at all and represent excellent opportunities for special librarians to acquire valuable programming skills not available elsewhere in their organizations. This article reviews the concept of string processing and surveys programming languages with string processing facilities of significance for library applications.

Definition

A string is a finite ordered sequence of symbols chosen from a character set *(1)*. This character set may contain letters of the alphabet, numeric digits, punctuation

marks, or any special symbols including the blank space. A string can be of any length and frequently the length of a given string—the title of a journal article, for example—cannot be accurately predicted at the time a program is written. Some computer scientists feel that this unpredictability is the essence of the string as a data type *(2)*. Regardless of the length of a string, string processing facilities operate on individual characters or groups of characters without reference to their numeric value.

Most authorities agree that at least three string processing facilities are essential: 1) concatenation, or the ability to join separate strings to form a new string; 2) bifurcation, or the ability to separate strings into their component parts; and 3) pattern matching, or the examination of a string for the occurrence of a specified substring. Not all programming languages provide string processing facilities and those that do approach them in different ways. In some cases, extensive string processing facilities are built into the language and the programmer can build on them to create others through defined functions or subroutines. Other languages force the programmer to develop even the basic string processing facilities as subroutines, often with considerable difficulty.

Some languages—COMIT or SNOBOL, for example—were designed specifically for string processing. In other languages, like PL/1 or FORTRAN, string processing facilities represent a subset or an extension of the original version of the language. Most string processing facilities were originally designed for the manipulation of formal algebraic expressions or the writing of compilers *(3, 4)*, although their ultimate applicability has proven to be much wider. No string processing languages or facilities were designed specifically for library applications although this does not necessarily limit their usefulness for a wide range of library problems.

COMIT

COMIT was the first programming language developed specifically for string processing and its influence on the subsequent development of string processing facilities in other languages has been profound. COMIT was originally developed for automatic language translation, but it has been used in a number of library applications, especially in the area of information retrieval *(5, 6, 7, 8, 9)*. It is now available in an improved version, COMIT II *(10)*.

While not as extensively used as it once was, COMIT has some great strengths. It was originally intended for linguists rather than professional programmers and was designed specifically with ease of learning and use in mind. Self-instruction is facilitated by the availability of excellent teaching materials and reference manuals *(11)*. For information retrieval applications, COMIT features a built-in dictionary search and excellent pattern matching facilities for searches based on descriptors. Its notation is succinct and powerful and is based on the notation of linguistics rather than mathematics.

COMIT has some drawbacks, however. Its arithmetic facilities are rudimentary. Since many information retrieval applications involve some computation, this is a significant limitation. COMIT's approach to problem solution is different from other programming languages. Librarians familiar with programming may be confused, for example, by the lack of an assignment statement or facilities for naming strings. This will not, however, hamper librarians for whom COMIT is the first programming language. COMIT's user-orientation is not always compatible with computer efficiency. This complex subject will be discussed in more detail in the following sections, but it should be noted here that COMIT has a reputation as a language best-suited to experimental programs that will be run only a few times.

SNOBOL4

SNOBOL4 is the latest version of a powerful string processing language developed by Bell Telephone Laboratories *(12)*. SNOBOL4 has more extensive built-in string processing facilities than any

other programming language. It allows programmers to perform complicated pattern matches involving replacements and conditional branches. Strings can be bifurcated in several ways with substrings available for assignment as the values of variables. Like COMIT, it is user-oriented and easy to learn, with three excellent textbooks available *(13, 14, 15)*. While originally intended for formal mathematical analysis, SNOBOL4 has had a special appeal for humanists and social scientists without strong mathematical backgrounds *(16)*. Unlike COMIT, program construction resembles conventional languages. Floating-point computation is permitted as are multi-dimensional arrays. Programmer-defined data structures, such as lists and trees, can be created. SNOBOL4 programs are uniquely portable. The language is widely implemented with only minor variations in character set. SNOBOL4 programs written for one computer will usually run error-free on any other computer. This is an advantage with important implications for libraries that want to share the cost of program development.

Like all programming languages, SNOBOL4 has its weaknesses. Where large amounts of complex computation are required, SNOBOL4's arithmetic facilities may prove both insufficient and inefficient. Its output formatting facilities are normally primitive, but, where more extensive formatting is required, FORTRAN IV routines can be linked to SNOBOL programs. These are minor drawbacks that limit the language's usefulness for certain types of applications for which it was never originally intended.

More serious criticism concerns the language's approach to the generation of machine-level code from program statements. In languages like PL/1 or FORTRAN, a special program called a compiler translates higher-level language statements into machine-level code prior to execution. The result of this compilation is an object program which can be saved on cards or magnetic media and run repeatedly without recompilation. SNOBOL4 programs, like COMIT programs, are translated into machine-level code via an interpreter rather than a compiler. An interpreter, unlike a compiler, evaluates each program statement individually at execution time. No object program is produced. Interpreters offer the programmer an advantage in ease of use in cases where some information necessary to the program is not known prior to execution time. This is typically the case with string data where the length of character strings is unpredictable.

The SNOBOL4 programmer need not specify memory space requirements for such strings in advance. Required storage space is allocated dynamically by the SNOBOL4 interpreter at execution time. The price of this convenience is inefficiency. Because each statement must be re-interpreted each time it is encountered, SNOBOL4 programs with many loops or pattern matches will execute slowly. Consequently, higher computer time charges will be incurred. Large alphabetical sorts, for example, can be expensive, despite the availability of built-in operators that compare the lexical order of strings.

SNOBOL4's designers freely admit these shortcomings, noting that ease of use and portability—the language's intended advantages—are not always compatible with run-time efficiency. They do point out, however, that SNOBOL4's powerful string processing facilities allow difficult problems to be programmed and debugged quickly, thereby reducing the total time and cost required to obtain a running program. Depending on the amount of such reduction, they contend that SNOBOL4 can prove to be cost/effective even for programs that are run many times without modification *(17)*. The promise of even greater cost/effectiveness for production work is offered by SPITBOL, a new implementation of SNOBOL4 that is a true compiler rather than an interpreter. SPITBOL will produce an object program. Experience indicates an average ten-fold increase in execution speed over Bell Telephone Laboratories' SNOBOL4 interpreters, with even more impressive gains for programs with many loops *(18)*. SPITBOL is, moreover, a superset of SNOBOL4 and

contains additional string processing facilities. At the present time, it is available only for the IBM Series 360 computers.

PL/1

When Salton reviewed programming requirements for the SMART information retrieval system in 1966, he concluded that no higher-level language available at that time, including early versions of COMIT and SNOBOL, contained sufficiently powerful combinations of string processing, computational, and logical facilities to meet his needs *(19)*. PL/1, introduced in that year, does. It is the only true multi-purpose programming language. From the outset its designers aimed at the widest possible user community *(20)*. Consequently, PL/1 combines computational and data processing capabilities equal or superior to those available in FORTRAN and COBOL with string processing facilities and the ability to handle lists, trees, and other complex data structures. It is the only programming language suited to the full-range of library automation applications, and some library administrators contend that adoption of PL/1 as their standard language has greatly simplified staffing requirements *(21)*.

PL/1's generality coexists with a subsetability unique to programming languages. The novice PL/1 programmer need only be concerned with those portions of the language of immediate significance to the problem at hand. Additional knowledge can be acquired as new applications arise. Two textbooks have isolated the subset of PL/1 that is of most significance for library applications *(22, 23)*.

Compared to special purpose languages like SNOBOL4 and COMIT, PL/1's string processing facilities are necessarily less extensive. Strings can be concatenated, bifurcated, and altered. Pattern matching is accomplished through a combination of statements rather than through a single built-in operator. The string processing portions of many text production and information retrieval programs can be more easily written in SNOBOL4, but PL/1 is superior to SNOBOL4 in several important respects. It provides a wider range of logical operators. Its computational facilities are vastly superior. Dolby considers PL/1 the "standard higher level language for documentation" largely on the basis of its suitability for production work *(24)*. Unlike SNOBOL4, PL/1 statements are translated into machine-level code through compilation. This results in both faster execution speeds and some programmer inconvenience. Savings in computer time charges can be meaningful for programs that are run a sufficient number of times to offset the increased cost of program development. Unfortunately, no studies have been done that compare programming and execution time for the same problems in both PL/1 and SNOBOL4. Such studies would be useful in helping librarians take fullest advantage of the unique power of the two languages.

APL

Like PL/1, APL is a multipurpose language whose original design included string processing facilities as a subset. It is a time-sharing language. Despite its unorthodox character set, it is among the easiest languages to learn and is a particularly good first language. The novice APL programmer can learn to solve meaningful problems in a relatively short amount of time. Because of its many mathematical operators, APL has been especially popular with scientists and engineers. Recently, there has been considerable interest in APL for commercial applications. Its significance for libraries has yet to be fully explored.

APL treats character strings as vectors and pages of text as matrices with individual characters accessible via subscripts. Built-in operators permit concatenation, the comparison of characters, the extraction of substrings, and the rotation of characters within strings. As in PL/1, pattern matching requires a series of statements. Additional string processing facilities can be created by the programmer. In fact, APL functions can be created that emulate all of the string processing facilities of PL/1. But APL is hardly a competitor of PL/1. It is best suited to applications requiring execution-time interaction and feedback. An

increasing number of APL implementations offer file management capabilities, but older versions which allowed input only from a terminal keyboard had obvious limitations in applications involving large bibliographic data files stored on magnetic tape or disk. It should also be noted that APL statements are interpreted rather than compiled and, consequently, tend to execute slowly.

COBOL, FORTRAN, ALGOL

When MARC II records were first made available to subscribing libraries, a number of librarians questioned the utility of the most popular higher-level languages for the handling of bibliographic data. Avram and Droz responded with a defense of COBOL's suitability for MARC II records *(25)*. COBOL, of course, has the advantage of widespread availability, both in terms of programmer knowledge and computer implementation. It has been used for indexing and thesaurus production programs, but, in general, its string processing facilities are quite limited and no effort has been made to extend their usefulness for library applications. Because of the unpredictable nature of much string data, it is often difficult, if not impossible, to provide the explicit descriptive information required in the data division of a COBOL program.

FORTRAN IV was never intended for string processing applications. With the advent of the byte-addressable IBM System 360 computers, however, string processing extensions were made to certain versions of FORTRAN. Bullinger and Cohen's review of non-numeric data handling with the WATFIV FORTRAN compiler shows how rudimentary the best of these extensions are *(26)*. In WATFIV, for example, even concatenation must be written by the programmer as a subroutine.

As in FORTRAN, string processing facilities have been added to ALGOL as an afterthought. The main thrust of these extensions has been to extend ALGOL's usefulness as a language for the publication of algorithms to non-numeric problems *(27)*.

Summary

The librarian who wants to program applications involving string data can choose from several suitable languages. Where string processing is the sole or primary interest, and ease of use is a paramount consideration, SNOBOL4 is recommended. COMIT may prove superior for certain information retrieval applications, however. Where the facilities of a more general language are required, or where the program will be run many times without modification, PL/1 is the obvious choice. APL can prove effective in applications where input and output requirements are modest and execution-time interaction and feedback are important. It is difficult to recommend COBOL, FORTRAN, or ALGOL for string processing applications.

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The Humanization of Information Science

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■ Information science is defined and its interdisciplinary aspects are stressed, especially its kinship with librarianship. A challenge to its basic mechanistic and pathogenic components is presented. The current national paradoxical fiscal crisis in information science/librarianship is noted and the need for joining of forces between information scientists and librarians is accentuated. Two proposals are presented and a suggestion is included for the humanization of information science.

> When we run over libraries ... what havoc must we make? If we take in our hand any volume, of divinity or school metaphysics, for instance, let us ask, *Does it contain any abstract reasoning concerning quantity or number?* No. *Does it contain any experimental reasoning concerning matter of fact and existence?* No. Commit it then to the flames: for it can contain nothing but sophistry and illusion.
>
> ... Final paragraph from *An Enquiry Concerning Human Understanding*, by David Hume, published in 1751, one year before he became Librarian of the Advocates' Library in England.

SCIENCE has made significant progress in the two hundred years since Hume and his followers suggested book-burning as a solution to rid the world of equivocation and hypocrisy. We have, at least, reached a point at which individuals in allied fields, although disagreeing on methods and priorities, and even fundamental principles, cooperate with each other to effect common goals.

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The relatively specialized and somewhat detached character of science is perhaps a function of its short history. Science is young when compared with human life on earth. It has quite recently reached a relative state of maturity. Evidence for this maturity is demonstrated by the increasing number of scientists who are asking what the actual and potential roles of science are in the modern world. They urge that scientists fully recognize and accept responsibilities for the consequences of their efforts.

Information science is one of science's youngest subdivisions. It is even younger than the older science of librarianship. Already, however, it has made a substantial impact on society.

An Interdisciplinary Science

Both Borko *(1)* and Cuadra *(2)* stress the interdisciplinary aspects of information science in defining it:

> "*What is information science?* It is an interdisciplinary science that investigates the properties and behavior of information, the forces that govern the flow and use of information, and the techniques, both manual

and mechanical, of processing information for optimal storage, retrieval, and dissemination" *(1)*.

The growing field of information science and technology "draws on fragments and fringes of a number of sciences, technologies, disciplines, arts, and practices. The element that provides whatever degree of cohesiveness now exists in the field is a shared deep concern with 'information'—its generation, transformation, communication, storage, retrieval, and use" *(2)*.

Artandi *(3)* claims that "these and other definitions and observations are somewhat less than adequate because they are too broad, or too narrow, or because they fail to distinguish between information science and libraianship." She adds that, "in information science we are often concerned with problems that are qualitatively the same as library problems at the same level, except that we are considering these with more sophistication in order to cope with and utilize changes which have occurred in the environment in which we now need to operate."

Horn *(4)*, in a more eclectic and conciliatory spirit, states that despite many efforts "to clarify and urge agreement upon definitions of such terms as librarianship or library science, special librarianship, documentation, information science, information engineering or technology, science information, etc., there remains a tendency for individuals and organizations to use whatever terms appeal to them in describing, identifying, or differentiating their own efforts or programs."

Computer Technology

Information science and the new technology of the electronic computer have made their impact in spite of the reluctance and skepticism of many librarians. Scientists, and especially information scientists, became convinced that librarianship, particularly information retrieval, was too important to be left to the primarily humanistic librarians, many of whom as Shera *(5)* put it "were fearful and distrustful of science" and lacking in a professional philosophy.

Information science, while still struggling to define itself and its membership *(6–9)*, already has some internal revisionists and iconoclasts. Borrowing the notion of the scientific paradigm for Kuhn's essay on the nature of science *(10)* and capitalizing on the vagueness of its definition, Rosenberg *(11)* urges the rejection of what is his notion of the basic components of the paradigm underlying information science—that is, the integration of the "gestalt of the computer" with behaviorist psychology and the Newtonian world view. Not only does Rosenberg urge their rejection but he attributes to these notions basically deterministic, reductionist, and mechanical values—scientific values which inhibit the consideration of concepts that are social, cultural, or spiritual. He also claims that many of the premises which constitute the currently held paradigm of information science are socially and politically pathogenic.

"All truth begins in a minority of one," claims Watson *(12)*. "A paradigm is never developed by one man, but rather by a community of scientists," counters Rosenberg *(11)*, suggesting merely a few avenues of research which might be productive. First, he insists that information science must abandon its deterministic approach and recognize the computer as an historical accident rather than as a scientific organizing principle. "We must get out from behind the computer," he pleads. Rosenberg* also urges that we pay more attention to the social, cultural, and spiritual aspects of human communication and that we must admit as scientific evidence the intuitive, the subjective, and the experiential *(11)*.

Rosenberg's notion of pathogenic premises comes from Harmon's *(13)* definition that a pathogenic premise is one which is problem generating even though in other ways it may produce useful conse-

*Rosenberg was one of those featured in "Ten Information Scientists as Human Beings," *Wilson Library Bulletin* 47(no.9):753–762(1973). He was described as a sensitive, low-profiled activist, concerned with human rights.

quences. One such premise is that the summed knowledge of experts constitutes wisdom. Perhaps Alfred Lord Tennyson expressed it better in "Locksley Hall" when he wrote "knowledge comes but wisdom lingers." Some information scientists, although very knowledgeable in the manipulative aspects of information science, may at times lack this lingering wisdom. Roszak *(14)* is much less sympathetic, referring to them as imitators of natural scientists and as scientific-technical experts "purporting to know as the scientist knows."

There may already exist a lower echelon of technocrats and supersalesmen who may be advancing a new pseudo-paradigm not based on science but related solely to the profit motive. These unscrupulous individuals are making vast inroads into the areas of industrialization and dehumanization of information science and libraries. "They would turn libraries into factories in which units of production would determine the effectiveness of librarians," noted Mason *(15)*. They, it seems, may be adopting the world view of the American industrialist—anything can be justified in order to sell more computers.

Humanization Needed

Let us plead for humanization at the level of the pragmatic working information scientists and librarians who must deal with the daily human aspects of information and its seekers. Many such individuals must often work without much benefit of theory, without understanding paradigms or even computerized Boolean logic; they are driven only by a desire to help and a dedicated commitment to serve. Rosenberg's *(11)* plea to admit as scientific evidence the intuitive, the subjective, and the experiential is long overdue. Often intuitions, subjectivism, and experience are all the working information scientists and librarians have left after forced staff-reductions and budget cuts. The ghetto story-telling children's librarian, the perspicacious literature searcher and analyst, the harassed school librarian—all rely on the social, cultural, and spiritual aspects of primarily human communication. The "gestalt" of the deterministic machine—the computer—is still unknown to many of them and those they serve.

It is not the intent here to challenge the small group of super-sophisticated computer-revering cognitive simulators, artificial intelligence probers, game players, computerized language translators, problem solvers, and pattern recognizers—men like Simon, Minsky, Newell, Shaw, Feigenbaum, McCarthy, Rosenblatt, etc. Rosenberg is undoubtedly correct that these men (the leaders, the innovators, the experimenters) are the most influential and, therefore, potentially most dangerous of the dehumanizers. They must be challenged when their overzealousness threatens us with premature and unproven mechanistic manipulations and glorified predictions of matching intelligence and computer competence. Those challenges are better left to men like Dreyfus, Bar-Hillel, Oettinger, and Rosenberg. Most of us are barely able to cope with the lower echelon of dehumanizing influences. It is at this lower level that we find our immediate threat—at the working level of the operations researcher, the systems analyst, the computer detailman, the library automator.

It is the level of one such glib manipulator/automator who claimed that most library problems "can be reduced to one of inventory control as in an independent shoe store" and effectively solved by proper application of the current state-of-the-art of the computer *(16)*. He apparently failed to realize, for example, that unlike the shoe store owner, the librarian does not own the library which itself is a complex system within a system, within a system, etc. Neither did he realize that, seemingly unlike the shoe on the store shelf, each element on the library shelves consists of priceless sub-elements of information which interrelate with other such sub-elements of information elsewhere. These sub-elements, in turn, may or may not be within a larger entity called knowledge or wisdom. It is from this system that the information scientist or librarian must retrieve the kernels for a

user whose needs are often unexpressed or unexpressable.

These automators suffer from a common semantic confusion caused by inability to discern between effectiveness and efficiency. As pointed out by Griffen and Hall *(17)*, library effectiveness is not synonomous with efficient collection management. While collection management is an important element of effectiveness, it is only one dimension of the process of giving and receiving service. Perhaps it gets so much attention because it is more easily quantifiable than other elements, such as the information scientist's ability to assist the user in defining an information need, or the librarian's skill in assessing the information needs of the community in relation to the information services provided by the library.

Information scientists and librarians must continue to prepare themselves to better challenge those who omit the essential human variables within the equations, graphs, programs, diagrams, statistics, probabilities, etc., tossed at them. It is worth noting here again some of the admonitions of that professional perennial peripatetic iconoclast, Mason *(18)*: ". . . the more we multiply the number of people through whom a process must work, the more dehumanized the response becomes." And, again from the same source: "We tend to substitute organization for personal effort, to keep our chain of command straight rather than our humanity straight. We confuse Randtrievers and computers, and other machines, with libraries, which they are not. We confuse buildings with libraries. We confuse book collections with libraries, and even book collections are not libraries."

Information scientists and librarians must explore all available avenues—self-study, seminars, publications, professional societies, etc.—to learn the battle tactics to apply when confronting those who would dehumanize them.

The Systems Approach

The most important tactic to learn, of course, is to distinguish friend from foe, and that is difficult for they all tend to speak the same language, and their sample wares and glittering promises are overwhelming. Their own interpretations of past successes are impressive. Perhaps the best way to evaluate them is to establish a credibility scale on which expected performance would be in inverse ratio to promise. The honest systems analysts, operations researchers, or computer sales representatives are usually cautious in their predictions, forthright in discussing costs, and critical of their systems capabilities. Such competent specialists are helpful. Without them we would be unable to learn of the new potential applications of statistical, mathematical, sociological, and computerized tools of research.

It would be ludicrous to reject out-of-hand the many real and proven advantages which a computer can bring when judiciously applied. Much of the criticism and distrust of computer systems is aimed at those systems in which computers operate on their own. When man and machine work together in cooperative systems—in a symbiosis, as described by Kemeny *(19)*—attitudes often change completely.

Dreyfus *(20)* ignores the many meretricious prophets, concentrating instead on dissecting artificial intelligence and synthesizing, evaluating, and countering the often speculative and exaggerated views of the top level of the most prestigious information scientists. Dreyfus shows that, in general, in the areas of cognitive simulation such as language translation, problem solving, game playing, and pattern recognition there has been a characteristic repeated pattern of early dramatic, but often relatively minor, successes based on the easy performance of simple tasks or of low-quality work on complex tasks, grandiose promise and predictions, then disappointments, diminishing returns, disenchantment and finally silence as the research bogs down and the promises remain unfulfilled. Dreyfus organizes and synthesizes a large amount of information and presents it in an efficient manner.

What Dreyfus does to the hierarchy of dehumanizers at the top of the informa-

tion science pyramid, Hoos *(21)* does to the systems analysts on the lower level—the level most closely associated with the working information scientist and librarian. In her denunciations of systems analysis she leaves herself exposed to severe criticisms. In her overzealousness she often overgeneralizes and oversimplifies and denounces some sensitive and highly placed systems, organizations, and individuals.

Churchman *(22)* examines the validity of the "systems approach" in the climate of a debate. Conceding that the systems in which we live are too complicated for our intellectual power and technology to understand, he concludes that "we have every right to question whether any approach—systems approach, humanist approach, artist's approach, engineering approach, religious approach, psychoanalytic approach—is *the* correct approach to the understanding of our society" *(22)*. He introduces applications of program planning and budgeting (PPB), management information systems, planning and anti-planning. Wildavsky *(23)*, in a witty and provocative article, points out the failures of planning.

Librarians, traditionally concerned with people, are often considered utopians. In the late forties and fifties their world was suddenly invaded by *(24)*, "new utopians, concerned with non-people and people-substitutes. . . . Their planing done with computer hardware, systems procedures, functional analyses, and heuristics. . ."

Churchman *(25)* reaches the frank conclusion that "it may very well be that operations researchers are solving the wrong problems because the existing system—for example, the library—may itself be faulty in its design with respect to the real clients."

In the last two decades the profession has witnessed the exhiliration of unparalleled rapid growth of information science and librarianship. Suddenly the profession faces a crucial time. There is the paradoxical situation of, on the one hand, statistical evidence, presented by Bourne, et al. *(26)*, to the National Commission on Libraries and Information Science which implies that over 90% of blue collar workers, 85% of the retired, almost 70% of the unemployed, and, what is most startling, well over half of all students (primary, secondary, college) are still unserved by libraries and, on the other hand, of zero-funding or budget-vetoing at the national level for libraries and information science by a completely insensitive federal bureaucracy.

What Can Be Done?

It is not the intent here to propose scholarly new paradigms or utopian solutions. However, nobody will dispute the assertion that whatever can or will be done to help the profession can be done more quickly, more efficiently, more economically if information scientists and librarians begin to understand, communicate with, and cooperate with each other to a greater degree than they do now.

The proposals that follow are based on the view that the principal "raison d'être" for both information scientists and librarians is to bring together the information seeker (the human element) and the information sought. This contrasts starkly with Rosenberg's *(27)* observation about the "predominant preoccupation of information scientists with mechanical and deterministic solutions to information problems."

Librarians and information scientists are among the key members of the fastest growing group of the nation's work force—the group Drucker *(28)* calls "knowledge workers." In a bold hypothesis Parker *(29)* even suggests that already more than 50% of the labor activity in our post-industrial society may be *information processing* rather than industrial production. In fact, he further suggests a direct relation between the current national economic crisis and the rapid growth in the production of new knowledge and information and the rapidly changing information needs of society.

Now during the times of rising expectations and consciousness, countercultural revolutions, sensitivity training and encounter groups, transactional analysis, job enrichment, affirmative action programs, various liberation movements, participa-

tive management, and other innovations, we must be released from the boundaries of our habits of thought and accept the gamut of patterns possible in human interactions. What is urgently needed as a starting point for our profession is an honest open dialogue between information scientists and librarians on a regularly scheduled basis to discuss one common element—the human one.

It is therefore suggested that continuing seminars be established within one or more graduate library and/or information science school, to take place regularly, to which information scientists and librarians would be invited to discuss the human element in information science and librarianship. Until the seminars become reasonably well established, the presentations would be invited ones. Later, refereed volunteer papers would be presented. Perhaps the theme of the first seminar could be the humanization of the information science aspects of the proposed network-oriented national program of library and information science outlined by the National Commission on Libraries and Information Science (NCLIS). Perhaps NCLIS could be persuaded to schedule and support such a dialogue which could then become the nucleus for a continuing series of such "humanization of information science" encounters.

The second proposal is not as simple as the first. Programs could be established at various schools, again with the same main objective, i.e., the humanization of information science (and to a lesser degree, librarianship), in which there would be an exchange of positions between faculty and working librarians or information scientists, for a quarter or a semester on a rotating basis. The first to participate, it is hoped, would be those faculty members who had never had the opportunity to experience the human element in a library or information science situation through a professional working level or administrative position. Excluded from consideration as fulfilling the requirement would be special tasks performed at libraries or information centers as consultants or while on special projects or while doing research on a special assignment. Discounted also would be library or information science positions held on a part-time basis, or employment while undergraduate or graduate students.

An additional benefit from such programs would be the opportunity to publish articles on overall experiences with the program. The benefits for information scientists of real-time, real-life experience with libraries and the human beings that use them or work in them, and vice versa, would be extremely valuable to participating faculty and their students.

It is believed that these proposals would help "return information science to a more reasonable position vis-a-vis library science" *(27)* and that they would bring information science "closer to humanistic concerns" *(27)*. They would help to show, as Klempner *(30)* put it, that "the field of information science is concerned with both man and machine" and that "the humanist as well as the technologist can make worthwhile and significant contributions to this field."

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Practical Training for Indexing

A Teaching Methodology

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■ Five classes in indexing and abstracting at the University of Texas at Austin have each produced indexes worthy of publication. Working on widely varied indexing projects, they have demonstrated that students can produce useful reference tools in the process of becoming effective indexers and abstractors. Such courses may be the best way to develop the competent cadre of indexers required by libraries and publishers.

THREE PUBLISHED indexes in book form and another being printed: these are side-effects of a course in indexing at the University of Texas Graduate School of Library Science. The purpose of the course is to transmit the ability to produce internally consistent, useful reference tools, and this is accomplished each semester by production of an actual index worthy of publication. Emphasis is given to developing the critical sense necessary for the effective administration of abstracting and indexing services.

The venerable English indexer, L. M. Harrod, has written that "Indexing can be taught in a class, but the opportunity to carry out practical exercises is essential. . ." *(1)*. This need has proven difficult to fulfill. Opportunities for practical experience in indexing are rare in all but the largest libraries. Nor have private businesses demonstrated any eagerness to help neophyte indexers gain practical experience.

Yet special libraries collect the kinds of materials which most need indexing: private reports, correspondence, ephemera, etc. Without some system of indexing, access is negligible. Standard subject cataloging provides limited access, but a more thorough indexing technique is desirable for most businesses. Former students in the University of Texas course report that coping with the practical problems of producing a publishable index forced them to develop the critical faculties necessary for the design, administration and review of indexing services.

Teaching Method

Several approaches to teaching indexing are possible. Special library administra-

Robert Elzy Cogswell and Terry Foster were students at the University of Texas at Austin, School of Library Science in the fall of 1975.

tion has been taught by simulation techniques at Florida State University *(2)*. An abstracting and indexing service could be simulated in the classroom lacking other opportunities for practice. At Drexel, students have participated in the abstracting and indexing functions of the Information Science Laboratory *(3)*.

In 1971 the University of Texas at Austin first offered a course in indexing and abstracting in which each class was required to produce an index worthy of publication. The course has been given five times now, and the classes have indexed a wide variety of information sources. The first indexed an historical master's thesis on Texas State Hospitals. This index, the only one not published, was incorporated as a part of the thesis. Another class indexed papers presented at meetings held in Budapest, Hungary, September 1972, on information service in less developed countries *(4)*. One class indexed all the undergraduate courses offered at the University *(5)*, and another indexed the Texas State Library's accessions list, *Texas State Documents (6)*.

The Fall 1975 class indexed a collection of letters and other ephemeral documents on state constitutional revision in Texas. The collection, 842 documents averaging five pages each, was loaned to the class by the University of Texas Law Library, which had received it as a gift from a member of the 1973 Texas Constitutional Revision Commission. After publication of the index, copies of the documents will be accessible through the Law Library.

With projects as varied as these, each class has learned to deal with unique problems, but the basic principles of indexing arise in every case. The most striking thing about interviews with former members of indexing classes was the *similarity* of the problems encountered, regardless of the material indexed.

The Class Project

The first problem presented in each class is adoption of a project. Proposals are presented by the instructor and members of the class. Based on the principle that indexers should have some minimal level of interest in what they index, freedom to choose the project is given to the students.

Once the material to be indexed is selected, the class attempts to define the potential users of the index, and this helps determine the style and terminology to be used. The most recent class, for example, decided to aim for constitutional historians, students of constitutional law, and persons interested in democratic processes. This influenced the decision to adopt the subject heading list from the *Index to Legal Periodicals*. The class later found it necessary to back up the primary list with the *P.A.I.S.* list. Flexibility was permitted, particularly in assigning subheadings. Stricter controls on terminology would have obviated subsequent difficulties, but permitting the class to learn by its errors was probably better for the learning process. Earlier classes, which employed other authority lists (the LC list, for example), experienced similar problems.

Besides subject authority, each class had to choose points of access. The 1975 class, in addition to a table of contents and a name-subject index, chose to produce an unusual list—document citations arranged chronologically. By this list it is possible to trace the development of the constitutional proposal through its day-by-day development, or to pinpoint what was taking place on one particular day.

The class also debated the specificity of indexing required. Varying levels of specificity were assigned according to the significance of each particular document. Proper names were emphasized in all documents.

Each class divides the workload among the students, and the indexing experience gained by each student is substantial: in 1975, students averaged indexing 400 pages apiece.

On a pre-selected date midway through the semester, all students bring their parts of the index together to be interfiled. At this point the editing phase begins and discouragement over the condition of the index sets in.

The greatest difficulty in most of the classes centers on acceptance of authority lists. Students use different headings and different sub-headings to designate the

same kind of subject material. In 1975 there were for example five distinct headings used for documents on property taxes, including *Ad valorem tax, Taxes - Property,* and so forth.

The 1975 class reviewed the index in teams of two, revising their own indexing to meet the standards set by other class members. Disagreements were heated, and alternatives were debated in depth. Sometimes, but not always, compromise was achieved. There followed an individual review, and then a committee review. The class-produced index was evaluated in terms of accuracy, depth, appropriateness for the target user, and how well the actual product followed the guidelines established by the class.

A manuscript resulted, and the completed index is now being prepared for publication by the Law Library, University of Texas. Format for publication presented a final problem. The index to undergraduate courses was keypunched by the class and computer produced. The 1975 class is having its 3 in. × 5 in. cards typed onto 8½ in. × 11 in. sheets and reproduced photographically.

Instruction Methods

More traditional methods of instruction (readings, lectures, practice assignments and papers) were interspersed throughout work on the class project. Textbooks for the course include Knight's *Training in Indexing (7)* and Borko and Bernier's *Abstracting Concepts and Methods (8),* while Weil's "Standards for Writing Abstracts" *(9)* and Weil, Zarember, and Owen's "Technical Abstracting Fundamentals" *(10)* served as supplemental readings. *EJC Thesaurus of Engineering Terms,* the *New York Times Thesaurus,* and the American Institute of Physics' *Classification of Physics and Astronomy,* and relevant chapters in the *Annual Review of Information Science* were recommended readings.

The lectures concentrated on the administration of indexing and abstracting services and the more philosophical aspects of the subject; class members debated alternative policy decisions which had been presented to the Board of Directors of *Engineering Index* that month. Class discussions, for the most part, centered on the problems faced by the actual indexer/abstractor—both actual ones encountered on the class projects and hypothetical ones.

A consideration of abstracting, defined basically as a less in-depth form of indexing, was included. The class members abstracted materials both within their range of expertise and outside of it. Thus, for example, the student who had an undergraduate degree in computer science abstracted articles that dealt with advances in automated circulation systems, as well as ones on the effect of the development of printing on the legal profession.

Evaluation of the Course

It is now possible to pause and consider the effectiveness of the teaching method. The following is a coalescence of viewpoints derived from interviews with students from various past semesters. Although the direct product of each class was a publishable index, there were other notable results.

One, mentioned early in the course by the instructor but greatly underestimated by the class, was the experience in group dynamics. Because the index had to meet deadlines and be of an even quality to meet publication and academic standards, the classes—ranging in size from four to eleven—had to work as a group. Generally it was found that some members took the project less seriously than others, endangering, in the minds of some, the quality of the index or, in others, the grade. Since the index (and the class grade for it) was a cooperative project, lack of effort by any member reflected on all. Similarly because guidelines were decided by the majority, those who disagreed had no recourse but to follow those guidelines even if they believed them to be wrong.

While the class project allowed little individualistic achievement, it did enable willing members to move into positions of leadership. The index proved to be a useful lesson in working relationships.

Low interest in the project by some students was a product of poor under-

standing of the nature of the course prior to enrollment. Many enrolled because of a sincere interest in indexing, but others did so because it fit their schedules or for other extraneous reasons. Because of the involvement of each individual with the group, the project should be clearly understood before the commitment to join is made.

An unplanned but welcome result of the index was an awareness by institutions outside the library school of the importance of such reference tools. The state documents index proved to be so useful that it is being continued by the State Library as a part of its regular publications program. The index to documents on constitutional revision will provide previously non-existent access to a collection of papers unique in the country. The index on the Budapest conference has generated enthusiastic letters of acknowledgment from international addressees.

The production of an actual index demands a closer examination of the problems of indexing than mere study of others' indexes. Minute considerations that are overlooked in reviewing an index become important decisions in the production of one. These details in turn compose the larger body of information required for accurate, enlightened review of indexes. This skill was put into practice as the class members, towards the end of the semester, individually examined and critiqued established indexing and abstracting services. The experience gained in producing the class index proved invaluable in this exercise in recognizing and studying such aspects as the appropriateness, depth, consistency, and quality of the services. The critiques were delivered orally to the class, enabling the entire class to gain familiarity with the services.

Conclusion

Indexing is an art that can be read about, but it cannot be learned until it is actively experienced. This course aimed not only at teaching how to prepare an index, but also at forming a basis for effective criticism and evaluation of the work of others.

For nearly a century, library educators have considered practical training to be of value for at least some purposes. From Melvil Dewey *(11)* to the most recent research *(12)*, support has been shown for work experience.

The field of indexing appropriately falls within librarianship and particularly special librarianship. Few workshops are provided for those needing experience in indexing (except the training sessions run for various groups by the National Federation of Abstracting and Indexing Services teams). At the same time, many information sources go begging for indexes. The library school can alleviate both problems. Quality indexing can be guaranteed by the supervision of competent, experienced faculty members, and by the critical review of prospective publishers. Such courses may be the best way of developing the competent cadre of indexers required by libraries and publishers.

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Cooperation among Foundation Librarians in the New York Area

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■ The Consortium of Foundation Librarians is a group of New York Area librarians of philanthropic foundations and foundation interest organizations. Through interlibrary communications and cooperation it has achieved such concrete results as union lists of periodicals and reference works, and serves as well as a forum for discussion of problems and solutions.

COOPERATION among foundation libraries in the New York City area has developed around an entity called the Consortium of Foundation Libraries, established in 1971. The consortium's members are drawn from libraries, information centers, and units serving comparable purposes within a) grant-making, privately endowed, or publicly supported foundations, b) private operating foundations, c) nonprofit organizations whose function is performing services for foundations or collecting and disseminating information relating to the foundation field, and d) other nonprofit organizations in the philanthropic field whose aims and operations are deemed by the membership to be similar to the above. At present, twelve organizations are represented: eight foundations, two foundation-oriented groups, and two other nonprofit organizations.

Member libraries vary widely in age. Some are firmly established as part of their organizations, while others have more recently come into being. Even in the brief span of the consortium's existence, however, several original members have been lost. They were either phased out or subjected to such severe cutbacks that their closing down was inevitable. Member libraries also vary widely in size and in subject fields covered. Whereas the Ford Foundation library contains 26,000 volumes, others are principally concerned with grant-related correspondence and publications and have relatively few books. Similarly, some collections are general reference ones, such as that of the Rockefeller Foundation, while others are strongly subject-oriented such as those at the Carnegie Endowment for International Peace and the Population Council. All the libraries do have in common limited staff and resources. There seems to be relatively little correlation between the size of a foundation's endowment and the size of, and support given to, or even the existence of, a library. Other common characteristics are user- and service-orientation, changing collections reflecting the changing program interests of the foundations, and dealing with collections of grant-related material which assumes archival value.

Some member libraries, such as the Foundation Center, are open to the general public. Most serve only their own organizations and are closed to the

public, but will, of course, extend courtesies to other libraries. Currently eleven members are in New York City, with the twelfth, the Robert Wood Johnson Foundation library, located in Princeton. Personal and mail contact is maintained with foundations in other parts of the United States and abroad, however.

Purpose

The purposes of the Consortium of Foundation Libraries are several: to provide informative exchanges about foundations and foundation libraries; to serve as a small practical working group more closely knit and defined in membership than is possible in other library organizations; to furnish a place for discussion of common problems unique to foundation libraries and to work toward their solutions; to exchange information on procedures, forms, publications, and acquisitions lists; to cooperate whenever possible in reference work; to explore the possibilities of cooperative acquisitions and cataloging; to standardize statistics and make them more meaningful; to establish uniform job descriptions and requirements; and to provide advisory services to other foundations, including foreign ones. Beyond these specific aims, however, there are two important general ones: to educate foundations about libraries—their possibilities, standards, and support—and to aid each other in the daily work as foundation librarians.

Oganization

Credit for the establishment of the consortium is due Jane Franck, librarian at the Ford Foundation, who had been thinking of such an organization as far back as 1969. As the librarian of a special library with a changing subject profile, she felt the need to communicate with other foundation librarians. What were the constant resources in the field of foundation librarianship and how were problems unique to foundation libraries being dealt with elsewhere? In October 1971, at her invitation, the original group of representatives from eight foundations and the Foundation Center met at the Ford Foundation to explore the possibility of getting together occasionally to discuss mutual problems and exchange ideas. A second meeting was held in February 1972, at which several additional foundations were represented. There was so much to discuss and share in these sessions that it was decided to meet regularly every three months, a schedule accelerated to every six weeks in 1974. Attempts were made to locate and contact other foundation libraries. An article about the consortium in an issue of *Foundation News* brought in additional inquiries from outside the New York City area.

Meetings are held at each member's foundation, although not in any fixed sequence. In this way the group has an opportunity to visit one another's libraries and observe firsthand their facilities, collections, and resources. A policy of one vote per foundation prevails, but it has proved worthwhile for assistant librarians to attend meetings as well. Fifteen to eighteen is the average attendance—a number large enough to provide a lively varied input, but small enough to interact well. Bylaws have been drafted and adopted, and a formal membership procedure has recently been instituted. The consortium does not wish to be an exclusive organization by any means. Yet it has been found that to accept into it non-foundation members dilutes its primary purposes and effectiveness.

Meetings have included invited speakers, presentations on specific topics by members, and free-form discussions. A mixture of planned agenda and open discussion seems to work best. Speaker topics of interest have included Cataloging in Publication, archival programs at the Ford Foundation, and the work of the Fundacion General de Mediterraneo, a Spanish foundation. Discussions have been on reference services, annual reports, circulation, cataloging, forms, acquisitions, library equipment, statistics, and vertical files. The Foundation Center's data processing system and the Population Council Library's computerized periodical routing system have been demonstrated. While most members belong to Special Libraries Association, the membership there is scattered among

different divisions and groups, so that consortium meetings have provided the opportunity to meet face-to-face with each other as foundation librarians. Furthermore, a number of consortium members are one-person libraries, certainly an isolating situation. The consortium has been invaluable in providing advice and supportive backing to its members, through its meetings, and through its very existence.

Consortium Accomplishments

In addition to psychological benefits, the consortium can lay claim to a number of concrete accomplishments. A survey of the members' cataloging methods, undertaken early in the consortium's existence, pointed out some better and easier procedures; it also showed that cooperative cataloging was not yet feasible since the members acquire and catalog too wide a variety of materials and most aim at prompter cataloging than can be achieved on a group basis. Exchange of acquisitions lists similarly has been helpful in providing a good indication of the type of material going into each other's collections and suggesting items that individual members might want to acquire for their own use. Several members have been inspired to begin publishing acquisitions lists or to improve the format of ones they were already compiling.

The consortium has also compiled a union list of the periodicals received by its members. Available at first only as a central card file, accessible by telephone, this list has recently been duplicated and copies distributed to all members. Periodic supplements of new titles and deletions keep it up to date. It has proved valuable both in interlibrary loan activity and as a guide in decisions to acquire new periodicals. There has been a considerable increase in interlibrary loan activity among members, not only in periodicals but also in books and vertical file material. An exchange of the various library forms in use has led to a degree of standardization, as well as to the improvement of some forms and adoption of new ones. On the basis of completed questionnaires that give a profile of each member library and information on its structure, administration, and budget, a consortium directory is planned. A biographical file on all member librarians is kept by the consortium's secretary, who has found it useful in suggesting members for possible consulting activities. Members have consulted, both individually and as a group, with several foundations interested in setting up new libraries.

As one of its cooperative activities, the consortium began a subscription to the New York Times Information Bank in November 1974. Eight members shared in the initial six-months subscription; four joined in a renewal through October 1976. The computer terminal and printer for the Information Bank are housed at the Ford Foundation, whose staff run questions when these are short and uncomplicated; otherwise, members use the Information Bank personally. The Carnegie Endowment assists the project by handling the billing. Through cooperation, access has been gained to a useful reference tool that would have been beyond the means of any one library alone.

Future Plans

Plans for the future envisage additional cooperative ventures—in particular with regard to the cooperative acquisition of expensive reference tools. Four members have already jointly purchased from the Internal Revenue Service a custom-made list of private operating foundations, which is useful to all but again too expensive for any one. The union list of members' reference holdings which is currently underway will be helpful not only for locating needed works but also as a guide for decisions on purchases. The possibility of cooperating in college catalog collections is also under discussion, since several members are devoting considerable time and effort—as well as space—to what are essentially duplicate collections of both U.S. and foreign college catalogs. Now that colleges are beginning increasingly to charge for their catalogs, even though these sums are minimal, as a total they are beginning to make an impression on library budgets.

Other plans for the future include more contact with out-of-town foundation li-

brarians, who currently receive the minutes of consortium meetings and occasionally attend them. The members also hope to get information into the next edition of the *Foundation Directory* as to the existence of a library or information service in the foundations listed. A working paper about foundation libraries is being prepared; it will be a basic statement of what a foundation library should and can be. It is an attempt to define what a foundation library is, to suggest reasonable standards, to educate foundation administrations to the need for a library and trained personnel to man it, and to make clear what cooperation among foundation libraries can accomplish. It is hoped that the working paper will be published in pamphlet form and distributed to both American and foreign foundations.

Throughout the process of setting up this special interest group, all members have remained aware of, and made use of, the network of cooperation and support available by way of Special Libraries Association membership. The idea of bringing the consortium into SLA as a Division has, of course, occurred to us, but the numbers are still too small for this—and in any case, there are some fears that such a step might entail a certain loss of identity and of the features that make the consortium valuable to foundation libraries. Ways in which the consortium might participate in METRO are also under consideration, and some input has already been provided to METRO's Cooperative Acquisitions Program.

In its sixth year of existence, the Consortium of Foundation Libraries can look back on some real accomplishments as well as forward to additional valuable projects. A good balance appears to have been achieved between formalizing the structure and maintaining the flexibility and spontaneity that enable responsiveness to the members' needs. The foundation administrations have seen that library cooperation offers much more than just a means by which to spend less by borrowing from another library. The consortium has shown instead that library cooperation is an enhancement to, rather than a substitute for, a good library.

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Thoughts on the British Library

Anya Derrick

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■ The British Library was set up in its present form by Act of Parliament in July 1973. A descriptive explanation of its components is given and relevant historic events are traced. A personal narrative of the British Library's physical arrangement and rules of use as experienced by the author, who did research at the British Museum in Bloomsbury, is also included.

IN THE COLLECTIONS housed in the British Museum in Bloomsbury, London, there are some ninety miles of shelves holding over seven million books. Books from countries all over the world, from early centuries as well as every book published in the United Kingdom since 1757, are deposited here. These are added to with yearly acquisitions, thus adding more miles to the shelving.

While in the U.S. I had heard that the Reading Room at the Library (where I planned to do research) was not open to the casual visitor, so I arrived equipped with an introductory letter from the personnel librarian at my library, which identified me as a "serious" librarian wishing to do research. I carried along my most recent article, just in case some skeptical English librarian doubted my seriousness.

This remarkable institution takes no chances with its patrons. When at 10 a.m. the doors opened and the eager crowd of visitors heaved towards the entrance, uniformed guards, three abreast, faced us with the demand to open up hand bags and proceeded to give them a thorough search for mini bombs and weapons. Then, "Run along dear," the guard said, and in I went, wondering what's next? Inside, I was led to the director's office. Here I was issued a six day pass, although a longer pass may be obtained upon request. In the Reading Room itself, not to my surprise, and very much as it is at my own library, someone carefully checked whatever I was carrying each time coming in and going out, always hopeful of apprehending the inveterate "booklifter."

The circular reading room with its domed ceiling has desks for about 400 readers arranged like spokes in a wheel. Open shelves with a multitude of reference works line its circular walls. Instead of a card catalog, the patron must consult the 250 volume sheaf catalog of holdings shelved on two circular counters that surround the central service desk. Printed slips with new acquisitions are pasted into these volumes. At a later date, these entries are incorporated into supplementary volumes of the (British Museum) *General Catalog of Printed Books.*

Once inside the Reading Room, I occupied a desk showily spreading out my bag and notebook, since the book slips read, "Notice! Books will not be delivered to unoccupied seats." No more than 12 slips at one time may be filled out as directed. They are then placed in a box at

the counter. Much later on (sometimes several hours later) books requested on the slips are brought to your desk from the closed stacks. Meanwhile, you may take a public lecture tour with an official guide to show you around the museum. The tea room downstairs is a pleasant haven to a tired visitor, who while awaiting his or her books may wander on foot through centuries of human achievement.

Finally back at my desk in the Reading Room, I found several books waiting for me. Some of the slips I filled out were returned with check marks showing the requested books to be at the bindery; others had not been replaced thus far after their destruction in the bombings during the war. Here I could study in the utmost peace and quiet, nobody would dream of interrupting you at your desk, and the quiet walking and talking of employees is somehow absorbed into the high ceiling. There are application forms for making photographs and photocopies of any material. All photographs are copyrighted by the British Library Board; to get permission you must state the nature of the publication where you hope to publish your work. You can even have them mailed to your residence if you are in a hurry and cannot wait for copies.

History

Apart from the Reading Room at the British Museum, the Department of Printed Books contains every kind of printed literature from the fifteenth century onwards. It has outstanding collections of maps, music and postage stamps. An Act of Parliament in 1753 established the British Museum when it acquired the collection of scientific books and manuscripts bequeathed to the nation by Sir Hans Sloane, Irish-born physician, botanist, and art collector. In 1759, the museum opened in Montagu House in Bloomsbury. The present building was constructed in stages during the latter part of the eighteenth century. In 1939 the wing housing the Elgin marbles was built, a gift of Lord Duveen of Millbank (*1*). Since its establishment, the collection has grown to such proportions that some departments have had to be relocated elsewhere in London.

In July 1973 the British Library was set up by Act of Parliament "to provide the nation with a great library having comprehensive facilities" (*2*, p. 1). As building blocks for the scheme, existing facilities were used. Thus the "superb reference library built up over 200 years by the British Museum; two vast postal lending libraries; a national bibliographic service, and the nucleus of a research and development department" (*2*, p. 1) were integrated into one whole: The British Library. Consequently, the following divisions emerged: a) The Reference Division formed from the library departments of the British Museum including the Science Reference Library; b) The Bibliographic Service Division formed from the former *British National Bibliography* together with the Copyright Receipt Office, which "continues the BNB functions of producing and publishing a current listing of all British publications, and the development in the U.K. of a computer-based system for storing and handling bibliographic information for the use of libraries, publishers, and booksellers. *The British Catalogue of Music, The British Education Index, Books in English* (an experiment in ultra-microfiche publishing) and the *British Union Catalogue of Periodicals* (BUCOP) were also acquired with the BNB (*2*, p. 11). The (British Museum) *General Catalog of Printed Books* and its companion *Subject Index* will be continued by a publication produced with the aid of latest computer techniques as a joint venture of the Bibliographic Services Division and the Reference Division. The U.K. National Serials Data Centre linked to the UNESCO-sponsored International Serials Data Centre in Paris is also now incorporated into the functions of the Bibliographic Service Division; c) The Lending Division which comprises the former National Lending Library for Science and Technology and the former National Central Library which is located and will remain in Boston Spa in West Yorkshire, "the largest lending library in the world, with an outstanding international reputation" (*2*, p. 9).

British Library Lending Division

Some practical pointers are important to librarians who may be thinking of visiting the Lending Division. First write to notify the British Library Lending Division of your intention to visit at least a month ahead. Keep in mind the factor that it is located three hours by train from King's Cross Station in London. You may either go to Leeds or York and from there get transportation to the Lending Library. It is possible to do the trip in one day if you catch the 9:00 a.m. train to York arriving in York at 11:45 a.m. The British Library Lending Division will pick you up at York in their own vehicle. You will be given a lengthy tour and the hospitable librarians will dine you and give you tea and crumpets before departure for home, all free of charge, courtesy of the U.K. government which owns the property. The four hour tour and lecture will cause you to emerge a renewed librarian with a profound reverence for the institution's efficacy and efficiency.

The British Library Lending Division was built on a sixty acre tract of land beautifully situated amidst the pastoral English countryside fifteen miles from historic York. "Since it is basically a postal loan and photocopy service operated from a large central bookstock, it does not need to be near a centre of population" (*3*). It provides a loan or photocopying service for organizations and libraries in the U.K. and abroad. No individual may subscribe to its services other than through his or her library. A deposit account of coupons is set up for patrons to make possible prepayment for all mail and Telex requests. There is no service charge within the U.K., but this does not apply to patrons from other countries.

The library has a large central lending stock of some two and a fourth million volumes of books and periodicals and well over one million documents on microfilm. Currently the library receives some 45,000 titles of significant serial titles in all subjects and languages. This category is particularly strong in Russian language materials to which the major portion of the original building is devoted. They are even arranged on the shelves in Russian alphabetical order. An extensive Russian translation program is carried on here. "In all cases, the translations have been produced as a result of recommendations received from scientists and technologists employed in British universities and other research organisations" (*4*). These translations are subsequently published by the British Library Lending Division. There is also a translation service for Oriental Languages (*3*, p. 9). In addition to publishing book translations, the Division issues hundreds of individual article translations each year which are listed in the various monthly BLLD publications.

Not only are all significant English language monographs (some 55,000 volumes) acquired yearly, but it is also strong in monographs in other languages. Here again it holds a particular wealth of Russian scientific monographs, collecting them as comprehensively as possible, and collecting other languages selectively or only on demand. Report literature is also collected as comprehensively as possible so that at present over one million reports from more than ninety countries are held, mainly on microfiche. Fifty thousand conference proceedings in all subject fields are among present holdings and "all British official publications since 1962, all UNESCO publications since 1954; all OECD publications since 1960, and all EEC publications since 1973" (*3*, p. 1). These categories also have considerable holdings from previous years. An attempt is made to include all potential interlibrary loan demand material. If the library does not possess a requested title it enlists the assistance of other libraries. The division acts as the U.K. centre for libraries wishing to dispose of publications. It is also the national center for MEDLARS (a computerised medical literature retrieval service) searches. In addition to all the above, it runs short courses aimed at promoting the use of its literature.

The British Library Lending Division takes great pride in its demand satisfaction rate as well as in the speed with which it dispatches requested materials. Labor-saving devices evident both in the architecture and equipment of the library are greatly responsible for this success. Little

used materials are stored in the original one story building within which the service was initiated; frequently requested materials are housed in the elegant four story new building. There are intercoms, conveyor belts, heavy cellophane minimum hazard transparent doors which open both ways in hallways and other ultramodern paraphernalia. On the fifty-three miles of super maneuverable shelving some 100,000 serial titles including dead titles are arranged in a classification system comparable to LC. The binding policy is illustrated by the use of color coding; color indicates year of publication in five year cycles, a great visual aid. The trip mechanisms that deliver items for dispatch to the packing bay from the loading bay constitute only one example of what appears to be the utmost in accuracy, speed, and efficiency.

Currently the library receives about two and a half million requests a year, over 10% of which are from abroad. Its own stock satisfies about 84% of requests, the remainder has to be supplied from other sources in the U.K. In house stock supplies 91% of serials. There is an indication of the high probability that requested items can be quickly supplied. If the document is available, the copy is usually dispatched within 48 hours of receiving the request. The usual loan period for items on loan is one month from the date of receipt and renewals are not normally allowed (*3*, p.3).

Access and Service

As a serials acquisitions librarian faced with the problems and tribulations of tight budgets, rising subscription costs, and long lists of cancellations for needed materials, I went to the British Library to learn a lesson in frugality and British strategies for resource sharing. Having learned this lesson, I join Richard de Gennaro of the University of Pennsylvania at Philadelphia in suggesting that "we shift emphasis away from holdings and size to access and service" *(5)*. This, of course, is already being accomplished in a great many U.S. libraries through extensive investments in library information access systems. Library-wide staff involvement is sought in connection with this, and members of the staff are being assigned duties as intermediaries among library units and systems staff. Individual librarians are being directly or indirectly involved in various library information access systems, conceived as applying modern computer technology to the solution of our multifaceted problems.

Willingness to learn more about the resources which libraries already possess, to become specialists in holdings already acquired, and even beyond that—to develop a more perfect system of access to the contents of our holdings is the thrust for the future. My visit to the British Library was educational and inspirational in laying the groundwork for my own development in that direction.

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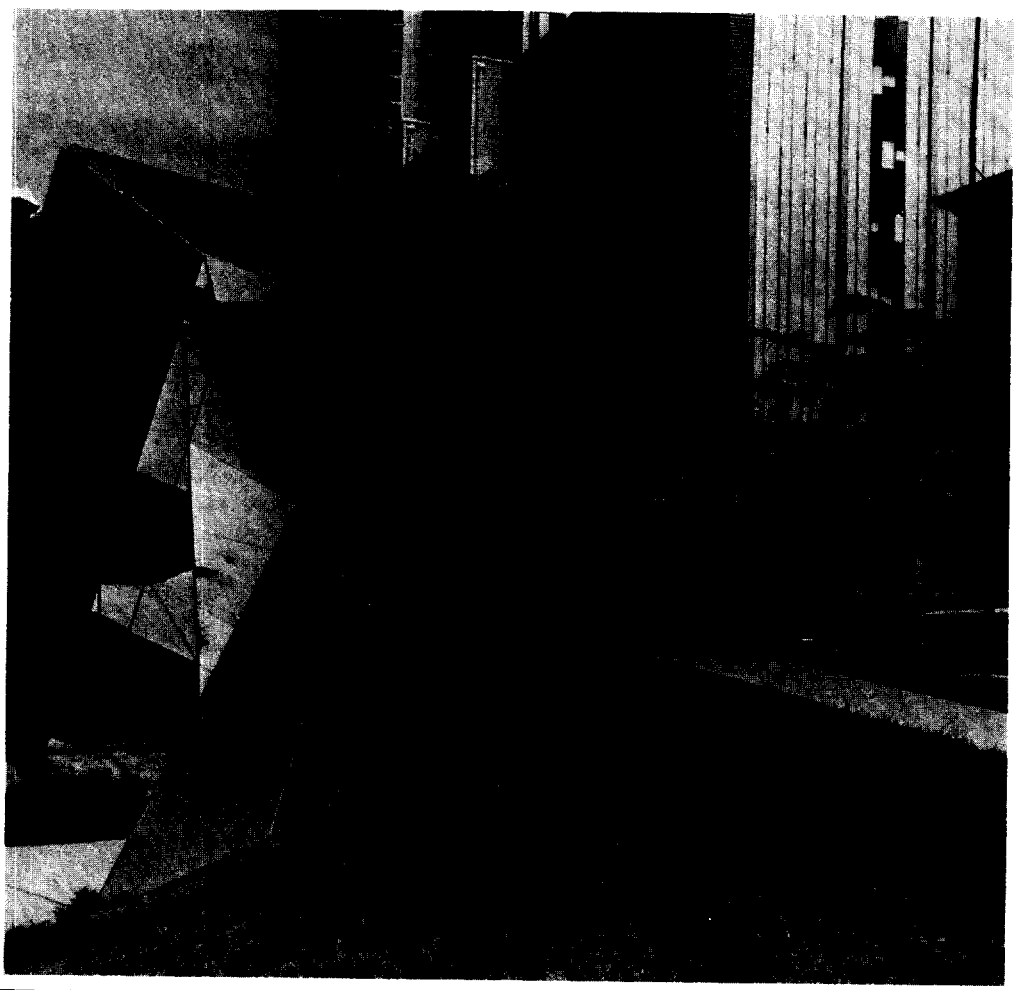
67th SLA CONFERENCE

DENVER 1976



Mark H. Baer

SLA President 1976/77

Versatile, imaginative, innovative, responsible, visioned, creative—and a perfectionist! A good many adjectives to apply to a man still in his early fifties and still in the surge of his building powers! The new president of Special Libraries Association, however, embodies the full meaning of the description and those who have known him in his personal and professional years can add further adjectives such as warm, cooperative, kindly, enthusiastic, and proud. He possesses an immense pride in his profession, in its application to his immediate situation and to its far-reaching goals. "I have been very fortunate to have come into a career which I am thoroughly enjoying. I believe librarianship to be a profession constantly increasing in importance. Special librarianship has the great advantage to represent the kind of information service which permits the librarian to see the concrete results of the service provided. Special librarians are the direct partners in research and development."

Mark is the descendant of Oregon pioneers. On his wall hang two original sketches drawn for and signed to his father by the great western artist Charles Russell. These may have presaged his own interest in book collecting, his love of fine printing and first editions of good literature. Since his childhood, there has always been music—live music—in his home. Mark's true baritone voice has been heard in opera and concert and in the family living room for friends to enjoy. His involvement in music drew him to another music major at the University of Washington, Elizabeth Carter. Their marriage resulted in a happy and lively home and in two handsome and expressive sons.

Before marriage, WW II interrupted university plans. As staff sergeant and second lieutenant in the Army, Mark served in Germany, seeing action in the Battle of the Bulge, and later in the administration of POW camps.

Return to the campus brought experimentation with pre-law and pre-medical courses, a degree in history, and a graduate degree in librarianship. Mark's aim toward *academe* was

Mark Baer in a happy salute.

Finally a moment of relaxation. President Baer at the reception preceding the Awards Luncheon.

steady but after a stint as cataloger for the Law Library, he was challenged by the position of branch librarian in chemistry. A year later came advancement and the further challenge of the move to Oregon State University as engineering and technology division librarian.

His earlier sortie into the subject fields of science gave new grasp and new vision to the content and awareness of the special library and its service to science and industry. When the Ampex Corporation of Redwood City, California, approached him in 1959 to establish and organize its library, select, acquire and store its material—but more important, to carry on its literature searches, edit technical writing, evaluate new techniques and equipment, build a professionally trained staff . . . there could only be one answer for Mark Baer.

In 1966, Mark became Director of Libraries for the Hewlett-Packard Company of Palo Alto, California—one of the leading U.S. manufacturers of calculators and computers. This diversified corporation develops and produces about 3,500 testing and measuring products. From one librarian in the beginning, there are today twelve professional librarians, with additional supporting staff in the company's Palo Alto headquarters. And there are approximately twenty branch libraries in H-P organizations around the world. All of the library activity, with its many ramifications, are under the functional direction of Mark Baer.

He is, of course, a member of numerous professional organizations, including the California Library Association, the American Society for Information Science, the Institute of Electrical and Electronic Engineers, and the Special Libraries Association. He has written many articles for professional journals and was editor of the *Union List of Periodicals; Science-Technology-Economics* for the San Francisco Bay Region Chapter of Special Libraries Association in 1966. He has also found time to teach courses on special librarianship at the Graduate Library School, University of California, Berkeley, and at San Jose State University.

In May 1976 Mark Baer was awarded the Distinguished Alumnus Award of the Year by the University of Washington Graduate School of Librarianship. He spoke again of the increasing importance and recognition of librarianship, of the pride that librarians should feel in their profession, and the strong, assertive leadership they should take.

Mark Baer embodies strong, assertive leadership and he also embodies wisdom and achievement. With these qualities at its helm, Special Libraries Association will continue its tradition of strength, of vision, and of accomplishment during this year and the years ahead.

DOROTHY BEVIS
Curator, Philbrick Library
Los Altos Hills, Calif.

Professor of Librarianship, Emeritus
University of Washington

Image

Mark H. Baer

I had hoped the time had come when we could find our wishes fulfilled regarding our image and our professional status.

However, as long as we continue to rank well below other professions in terms of salaries, benefits and general regard, something is obviously still amiss.

The twentieth century has witnessed the most incredible advances in science and technology ever before achieved by man. Concomitantly the profession of engineering, particularly new specializations such as electronic engineering, nuclear engineering, and astronautical engineering achieved rapid prominence. No longer were engineers regarded by scientists as workbench technicians. Rather they became recognized as essential and productive professionals in our technology oriented society. Their salary scales have risen dramatically and they are highly regarded by other professionals.

It was not that a change of image brought about an improvement in their status. Rather, their image and status changed, because the right skills existed at a time that there was an immediate need for them.

Their eminence came about, I believe, in direct response to the increased scientific and technical developments which could be applied to man's needs and to the solution of some of mankind's problems. Specifically, the existence of a new technology and technological needs produced the professions and professionals to fulfill these needs.

What relationship does this have to the profession of special librarian?

If we are a technology oriented civilization, are we not equally and necessarily an information oriented society? Not only is information the "unlimited resource," it is the *essential* resource. Without it society as we know it would grind to a halt. It reaches every aspect of one's life.

The job of the librarian is to see the need for information and to have mastered the techniques necessary to locate and provide this information. Perhaps it is difficult for the person who sees the importance of applying the information retrieved to see equally the breadth of expertise it requires to locate it.

The acquisition, organization, retrieval, and dissemination of information is one of the most essential services that can be performed in the modern world. Yet, we who are the information practitioners still find our image lacking and our salaries insufficient.

The SLA Salary Survey 1973 made some interesting comparisons between surveys done by the Scientific Manpower Commission and the National Science Foundation. The salaries of special librarians were significantly lower than those of other professionals covered in the surveys. I am told that preliminary results from the current SLA Salary Survey indicate some improvement for librarians, but still not enough to narrow the gap significantly.

An equally disturbing factor is the great variation that exists in salaries within similar types of special libraries. I believe this is symptomatic of two things. Lack of recognition of a profession tends to create greater differences between the salaries in a given discipline where educational attributes are the same. It is also indicative of the greater success of some special librarians in making evident the essential importance of the service provided than others.

I had hoped that the time had come when we could find our wishes fulfilled regarding our image and our professional status.

In 1975 the Assistant Secretary for Labor-Management Relations of the U.S. Department of Labor had ruled that librarians, historians and operation research analysts were nonprofessionals for purposes of a union election at Picatinny Arsenal. SLA sent a letter of vigorous protest to the Department of Labor.

In many organizations the term librarian is applied to anyone who maintains a file. A new organization is on the verge of coming into existence to be called the Association of Data Processing Librarians whose duties are predominantly file organization—having no relationship to what we mean by librarians.

How does this come about? Our professional associations have flourished and our own association has a strong and aggressive image.

Our Executive Director will shortly be honored by the American Library Association for leadership throughout the entire library community in the matter of copyright legislation. Special Libraries Association was almost alone in defending the interest of the clientele of libraries in the for-profit sector.

Considering the importance of the work we do, why has our professional image remained so dim? Why has the recognition I know we should have apparently been denied us?

I believe that this is because we, each of us, are still tied to the old passive image we loathe so much. We tie ourselves to this image to a greater extent than we realize. We have not yet really grasped the importance of the work we do. We have not made our expertise sufficiently apparent to others. We speak of the importance of the special librarian very courageously to each other; but diffidently to others. Apparently we have not sufficiently convinced ourselves. How can we hope to convince others?

We must be aggressive in our professional positions. We should actively provide information services! We should not just passively respond. We should initiate the action! We should let management know that we must attend meetings, take courses. We, as well as engineers, must avoid professional obsolescence.

We are a service profession, but so is law, medicine, and all the professions involved in research and development.

A service profession should be an aggressive profession, not an apologetic one.

In her inaugural address, Miriam Tees said ". . . I count on you to bring your own talents and strengths to our profession." This was not the expression of a pious hope—it was an affirmation of the confidence she had in us and the measure of her belief in the importance of what we do.

We are our image. Each of us is ultimately responsible for the progress librarians are going to make. No unspecified "they" out there are going to do the job for you or for me. Each of us must contribute positively.

If you are not part of the solution you are truly part of the problem!

Not only is information the "unlimited resource," it is the *essential* resource.

Mr. Baer's inaugural remarks were presented at the Annual Business Meeting, Jun 9, 1976, during SLA's 67th Annual Conference in Denver.

President's Report 1975/76

Miriam H. Tees

To attempt to review all the activities of an Association such as Special Libraries Association would be neither wise nor possible since, though I might believe I had covered the whole spectrum, inevitably I would have missed some of the most important. This is because the President has no idea of the truly exciting happenings at a one-to-one level in chapters, divisions, workshops, committees, around lunch tables, and over coffee or cocktails where ideas are spawned, tossed about, developed, communicated, and put into action. When a special librarian, whether in a one-man library, in a large system or working as an information broker, learns something new, puts pieces together to come to a new understanding, or initiates a service because of some spark that has been ignited at an SLA meeting or in talking to another member, the vitality of the Association is expressed. I said last year in my inaugural address that it is each individual member that matters and that is the strength of the Association. I am more convinced of that after my year as President. Each of us contributes in his or her own way.

That is why I can only attempt to summarize a few of the highlights of the past year.

In spite of the dues increase, our membership continues to grow and has now nearly reached the 9,500 mark. One new Chapter, Sierra Nevada, has been formed, bringing us to a total of 46, and we have 27 Divisions, including the newly formed Provisional Environmental Information Division. These increases reflect the importance of SLA to its members, who not only take advantage themselves but bring new people to the excellent programs, workshops, and activities in their Chapters at home and in their Divisions, especially at Conference. Your President and President-Elect have visited about one-third of our Chapters this year. For us this is a most rewarding experience since it gives us the opportunity to meet and talk to many members whom we might never see otherwise. We value the opinions of all members.

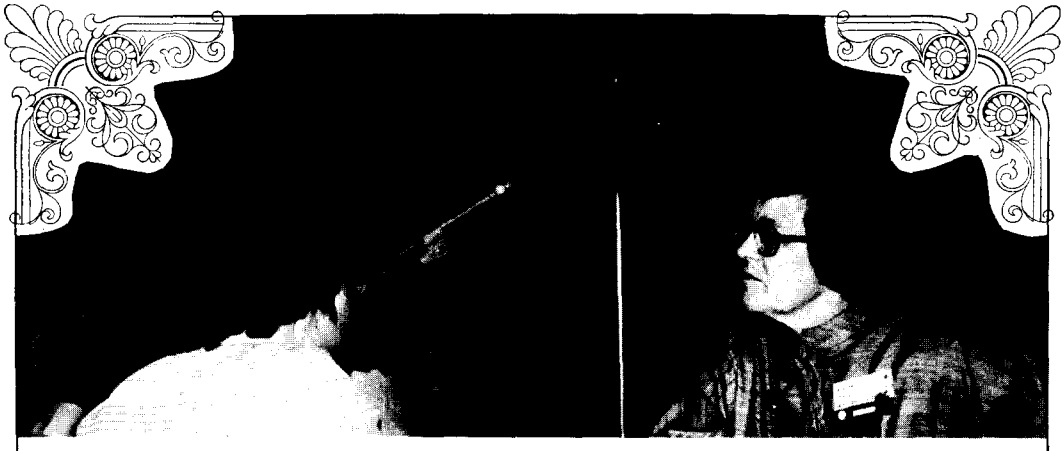
Our student program continues from strength to strength. Six new Student Groups have been formed, bringing the total to 29. The Student Relations Officer has worked hard to involve students in the Conference. One hundred thirty-eight are here; a number of them are presenting papers. Divisions have responded to the program by providing some 80 tickets to their events.

As we gather at a Conference such as this, when we are stimulated by fine programs, enjoy meeting one another, old colleagues and new, few of us have any conception of the amount of work that goes into planning and mounting it. We have reached new high points in this Conference, as indeed we do at each Conference. Not only are we a mile high in Denver, but we have more registrants, and more exhibitors than ever before and I know the sessions have been high points for many of us.

Our Networking Committee will report to you later in detail, but I cannot refrain from relaying to you that the Board on Sunday approved a publication prepared by the Subcommittee on Guidelines. This is an exciting piece of work of high quality. It is called "Getting into Networking: Guidelines for Special Libraries." It will be published as soon as possible and sold at a nominal price.

Two other Committee publications have appeared during this year. Our Special Committee on the Pilot Education Project prepared "Equal Pay for Equal Work: Women in Special Libraries," an exceptionally well-reasoned and well-documented pamphlet designed to help women in special libraries to improve their position. Our Positive Action Committee on Minority Groups completed a brochure called "Be a Special Librarian: Get it Together," intended to bring special librarianship, as a profession, to the attention of minority groups.

Our Government Services Information Committee is preparing a survey of Govern-



ment Printing Office practices. It is now receiving replies to a questionnaire which it designed and sent out this spring. Since the sum of money budgeted for this by the Board was insufficient to complete it, many Chapters and Divisions contributed funds to support this project. These funds may not all be needed, but will be held till the project is completed and, if not all required, will be returned on a pro-rated basis to the donors.

I would like to take time to tell you about many more accomplishments such as the work done by the Consultation Committee and the Chapter Consultation Officers, not only by carrying SLA's services into a wider field but also in making a study of the future of the Consultation Service; of the mammoth revision of Chapter and Division bylaws and the definition of Chapter boundaries carried out under the leadership of our Bylaws Committee; if I go on, I shall inevitably omit some of our fine programs and I urge you instead to read the annual reports in *Special Libraries*.

Instead let me take time to tell you of some of the activities which have drawn us into a wider community.

Most important is the issue which, as you are all aware, has taken precedence over all our other activities at the Association level and that is the issue of copyright. I will not dwell on this, since Frank McKenna, our Executive Director, will give a full report later in the meeting. Let me say, however, that the progress libraries seem to be making in influencing the revision of the U.S. Copyright Law is in no small part the result of the tireless, innovative, and brilliant work of our Executive Director, to the excellent efforts of our Special Committee on Copyright chaired by Efren Gonzales, and by the work of a large number of you, our members, and your managements, in response to my letter of February 9th.

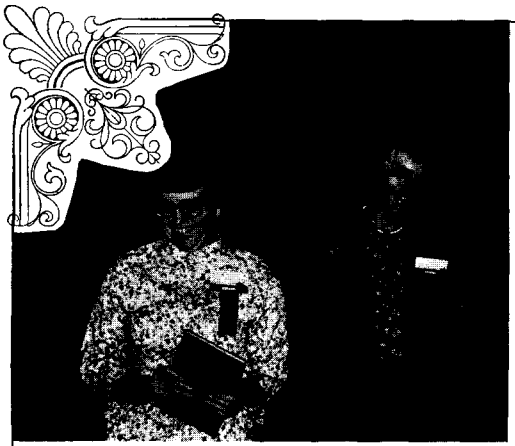
We have continued to cooperate with the International Federation of Library Associations and with other library-related organizations in Canada and the U.S., not only in working together on copyright, but also in the development of guidelines for exchange sessions with other Associations and in participating in such sessions.

Your President attended the inauguration of the Librarian of Congress, Dr. Daniel Boorstin, in November 1975, and SLA has made some preliminary suggestions to go to the Library Advisory Group of LC's Task Force.

Our representative to the President's Committee on Employment of the Physically Handicapped has taken an active part and the Board has endorsed a resolution to the Director of the White House Conference on Handicapped Individuals urging a national network and central information center on vocational rehabilitation literature.

The Board, in its role of the Association's planning body, has worked in both structured and unstructured meetings looking for future directions for SLA and trying to reconcile our dreams to practical budgeting constraints. Two important decisions have been made as a result of these: the plan to employ an Education Coordinator at the Association Office and the plan to change the format of the Conference from one hosted by a Chapter to, what we have perhaps mistakenly called, "no-host" Conference. Let me explain these concepts.

The Board believes that Continuing Education is probably the most important program we could pursue for our members today. Valuable though Conferences are, less than 30% of our members are able to attend. Chapter workshops and programs can fill this need to a large degree, but it seems important for SLA to begin to move toward regional



Miriam Tees received the latest National Micrographics Association book from Henry C. Frey (not shown) at General Session 2.

Miss Tees is joined by Efren Gonzalez in a discussion of micrographics.

workshops and up-date sessions, identifying suitable resource people, assessing our needs, developing a reward system, and many other projects which need more than a committee of volunteers, no matter how dedicated. The Education Committee will have time to act as an advisory committee, assessing needs, planning curricula, evaluating sessions and will be spared the tasks which busy people scattered across the country find so difficult to accomplish.

As for the "no-host" Chapter Conference, this is a long debated plan brought to fruition by the Board this year. Our Association has grown from a cozy group of three or four thousand members to nearly 10,000; from a conference of some 800 to 1,000 registrants which could meet in nearly any city in the U.S. and Canada and could be planned by any sizeable Chapter to this year's record breaking size of almost 2,700.

However capable our members are as librarians, we are not skilled conference co-ordinators and we tend to invent the wheel over and over again. As long ago as 1969, the Board began to discuss the need for a staff person to handle the housekeeping and exhibitors. Such a person was first hired in 1974. Program and hospitality was still to be handled by a Chapter but even in Pittsburgh in 1973, the Conference Advisory Committee was drawing up guidelines which could be adapted to a type of conference at which the Board would appoint a Conference Program Chairman and Committee to plan the program, rather than look for a city large enough to host the Conference with a Chapter able and willing to do so. Naturally, Division programs and planning would remain unchanged, and local members, if any, could help with advice as they do now.

Why was this decision reached? There are many reasons, but I will mention a few of the most important. First, there are fewer and fewer cities with the capability of handling a Conference of the complexity of SLA's multi-meeting conferences, and of those that remain, only a few have an SLA Chapter available, thus limiting us still further. There is nothing to prevent our going back and back to those cities, but it is impractical for us to feel confined. Secondly, we will have greater flexibility in choosing committee members and they will often work on more than one Conference so that they; like other committee members, will gain valuable experience which is not then wasted. Thirdly, research shows that this format is used highly successfully by most professional organizations, and that it will not entail more travel and expense than when the Chapters were involved.

For these reasons, the Board decided at its January 1976 meeting to approve the changed format for conferences beginning in 1978 in Atlanta.

This report is long, yet it covers only a fraction of what it might contain. It reflects worthwhile professional activities of a group of dedicated individuals, activities which will be carried on into another year by each one of us.

Miss Tees' report was presented at the Annual Business Meeting, Jun 9, 1976, during SLA's 67th Annual Meeting in Denver.

Treasurer's Report 1975/76

Janet M. Rigney

For Fiscal Year 1975 there was an excess of expenses over income of $13,125 for the General Fund, which is the operating fund of the Association. Such a deficit was not unexpected because of constantly increasing costs; and was one reason that a dues increase for 1976 had been recommended by the Board last year.

At Dec 31, 1975, the total Fund Balances and Liabilities were $590,000 distributed as follows:

General Fund	$269,000
Reserve Fund	121,000
Equipment Reserve Fund	10,000
Non-Serial Publications Fund	111,000
Scholarship Fund	65,000
Research Grants-in-Aid Fund	14,000

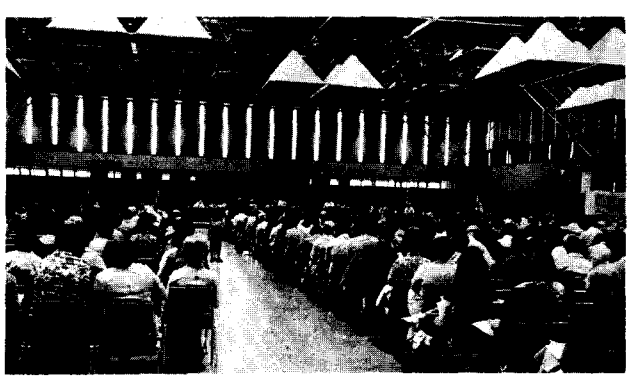
Short-term investments for the General Fund in 1975 included a $100,000 Certificate of Deposit for 90 days at 7%, a $100,000 Certificate of Deposit for 90 days at 6.25% and a $100,00 Certificate of Deposit for 180 days at 6.125%.

Three long-term investments held by the Scholarship Fund are a $10,000 U.S. Treasury Note maturing in 1977 and paying 9% interest, a $20,000 U.S. Treasury Note maturing in 1977 and paying 7.5% interest, and a $10,000 U.S. Treasury Bond maturing in 1981 and paying 7% interest.

Last year I reported a total membership increase of about 500 members in 1974. By year end 1975 we had a further increase of 600 members. We are now on our way to passing the membership goal we had budgeted for 1976. Such support form the membership in the year of a dues increase is indeed gratifying—but not surprising or unexpected from SLA.

Miss Rigney's report was presented at the Annual Business Meeting, Jun 9, 1976, during SLA's 67th Annual Conference in Denver.

The Annual Business Meeting was well attended.



Chapter Cabinet Report 1975/76

Jean Deuss

The Chapters dealt with a variety of situations during the year. The business of the chapters is presented here in outline form.

Chapter Finances. Revised forms for Chapter financial statements were prepared by the Association's Accountant to conform with IRS requirements on reporting Unrelated Business Income from advertising.

A proposal to change the Chapter fiscal year to the calendar year was discussed by the Chapter Cabinet at the Winter Meeting. The proposal met with general agreement, and after discussions with their executive boards, the Chapter officers will make their recommendations at the Chapter Cabinet meeting in June.

Provisional Chapters. Mid-Missouri and Memphis have increased in strength and are hopeful of gaining full Chapter status at the Association Conference in June 1976.

In January 1976 the Board approved the formation of the Sacramento Region Provisional Chapter. This Chapter also is ready for full Chapter status, with a name change to Sierra Nevada.

Prospects for New Chapters. Attempts to stir interest in forming new chapters in Arizona, Alberta and Rhode Island have yet to be successful. The Canadian postal strike may have slowed enthusiasm in Alberta. Members in Rhode Island may be able to organize by the time of the October 1976 Board meeting.

Chapter Visits. President Tees made the following Chapter visits during 1975/76: Colorado, Southern California, New York, Upstate New York, Virginia, Dayton, and Toronto. In addition, she stopped in Calgary, Alberta, to discuss possible formation of a provisional chapter; and she took part in the program of the Bicentennial regional meeting of East-Coast Chapters at Valley Forge.

President-Elect Baer visited Florida, Michigan, Greater St. Louis, Alabama, Memphis Provisional, and Philadelphia. He also made a special visit to Colorado. Scheduling problems and illness forced the postponement of the visits to Southern Appalachian and Wisconsin Chapters.

Chapter Bylaws. As reported by the Association Bylaws chairman, most of the Chapters revised their bylaws to conform with changes in the Association bylaws. This was a tremendous accomplishment by the Chapters, and the result of Roger Martin's unshakable devotion to duty.

Chapter Boundaries. In connection with revising their bylaws, Chapters were asked to determine their boundaries. To date, the boundaries of 22 Chapters are ready for approval. Boundaries for ten Chapters have already been approved. Several more will be ready by the end of this conference.

Chapter Publications. All but four Chapters published bulletins; eight Chapters issued membership or library directories; and five published union lists.

Winter Meeting

The Chapter Cabinet met in a new format this year. The Thursday afternoon session was divided into a business meeting and into four concurrent workshops: 1) Planning Chapter Programs, chaired by H. Robert Malinowsky,

(continued on page 452)

Division Cabinet Report 1975/76

Shirley Echelman

1975-76 is best described as a year in which the Division Cabinet and its officers concentrated on clarifying the role of the Cabinet and establishing appropriate relationships between the Divisions, the Cabinet, the Board of Directors, and the membership at large. A considerable amount of work remains to be done, but the essential flexibility of the structure is emerging clearly and it is to be hoped that this will facilitate further progress in the years to come.

Meetings

Two Cabinet meetings and one administrative meeting for Division officers were held at the Winter Meeting in Cincinnati. Content ranged widely; matters referred by the Board were debated and advice given, the 1976 and 1977 Conferences received a considerable amount of attention, and SLA's Parliamentarian, Mrs. Barber, conducted a meeting on parliamentary procedures. Attendance at the Winter Meeting was good, although some Division officers sent alternates instead of attending themselves. In future, Division Chairmen should be certain that an alternate does not have other conflicting obligations at the Winter Meeting, but is free to attend all necessary meetings. There is strong evidence that cuts in travel budgets were the underlying cause of non-attendance in most cases; this situation should improve as the economy recovers from recession. Reactions to these meetings were generally favorable.

Two meetings of Division Chairmen and Chairmen-Elect are being held in Denver (a Cabinet Meeting and an orientation meeting for incoming officers), as well as two meetings for 1977 Conference program planners. Orientation sessions have also been organized for Treasurers and Bulletin Editors.

Conference

More than sixty programs have been planned by Divisions for the Denver Conference, in addition to business meetings, open houses, and tours. A substantial number of these have cross-Divisional sponsorship, and several have been organized jointly by Divisions and SLA Committees. This continues the trend of the past two or three years toward programs which are of interest to a larger segment of SLA members than a single Division. It is an interesting trend, reflecting the increasing complexity and inter-relatedness of the whole profession.

Several Divisions continue to be interested in hosting student conference attendees, but there are problems of coordination in this program. The process of bringing together the student, the ticket, and the host Division is less than satisfactory. Perhaps successful coordination of a program such as this is not possible at a Conference as large as ours. In any case, the interest remains and possible solutions need to be explored.

Publications

The number and quality of Division bulletins continue to vary from excellent to just acceptable; however, it is my opinion that the overall quality has improved over the past few years. Some of the credit for this improvement

(continued on page 453)

Chapter Cabinet Report

(continued from page 450)

2) Planning Seminars and Workshops, chaired by Joseph Dagnese, 3) Chapter Financial Management, chaired by Lois Godfrey, and 4) Financing Chapter Publications, chaired by Jean Deuss. Friday afternoon Alice Barber, the Association's Parliamentarian led a discussion on parliamentary procedure. The business sessions were taken up with discussions of matters of general interest and concern to the Chapters and were echoed in their programs:

Consultation Service. The Association's policy on free versus paid one-day consultation service was a matter on which the Consultation Service Chairman requested opinions from the Chapters and stirred considerable interest.

Survey of Government Printing Office. This project by the Government Information Services Committee was strongly supported with several Chapters offering financial assistance to help underwrite the costs.

Copyright. This issue was vigorously discussed and later carried back to the members who responded with letters to Congress and enlisted their managements in the protest campaign. Alabama, Cincinnati, Illinois, Minnesota, New York, Oklahoma, South Atlantic and Upstate New York were among the Chapters that had special programs on copyright.

Networks. Accessibility to networks by special libraries and the legal implications were reported on and discussed. Networking and data bases were best seller topics for meetings and seminars by 19 Chapters: Colorado, Greater St. Louis, Hudson Valley, Indiana, Illinois, Kentucky, Long Island, Memphis, Michigan, Mid-Missouri, New York, North Carolina, Oregon, Pacific Northwest, Philadelphia, Pittsburgh, Sacramento Region, Texas, and Toronto.

Scholarship Program. The importance of Chapter participation in this program was stressed, and support by the Chapters is shown by the special money raising events of Heart of America, Philadelphia, San Francisco Bay Region, South Atlantic, Southern California and Texas Chapters.

Chapter Activities

Nothing can answer better the question, "What is so special about special libraries?" than to look at the activities of SLA members.

They meet at waxworks, prisons, apple farms, battlefields, Walt Disney World, Playboy Clubs, and restaurants called the Pickle Jar of Red Geranium. Their interests range from geneology to medical malpractice, to the double helix, to Summer Olympics, to Transaction Analysis, and to the Loch Ness Monster. They participate, cooperate, and sponsor any number of workshops, seminars, colloquiums and just plain meetings, singly, together, or with state and local library associations or other professional associations. And if they do not have enough to do, they undertake projects ranging from publishing directories and union lists to giving aid to worthwhile causes at home and abroad. To top this eclecticism they have the wit and imagination to succeed in having the Association's first Canadian President, Gilles Frappier, made a Kentucky Colonel.

The range of their imagination in program planning can be summarized only briefly here. The Bicentennial received its share of attention from Cincinnati, Connecticut, Heart of America, Indiana, Michigan, Pittsburgh, Sacramento Region, San Francisco Bay Region. The East Coast Chapters joined in a pilgrimage to Valley Forge; and Florida featured seven speakers who traced their special interest fields through the early years of Florida and America. Management was the topic of meetings and workshops by Cleveland, Colorado, Dayton, Hudson Valley, Illinois, Michigan, Mid-Missouri, Minnesota, Montreal, New York, North Carolina, Pittsburgh, Southern California, Toronto, and Washington. Boston called its meeting "Nuts and Bolts"; New Jersey scheduled its 3-day seminar over three consecutive weeks. Increasing interest in information services, especially paid, was shown by the programs of Baltimore, Cleveland, Florida, Memphis, Minnesota, Oregon, Pittsburgh, Sacramento Region, South Atlantic, and Texas. Energy and environment were a concern of the Cincinnati, Colorado, Dayton, and Rio Grande Chapters. Library service to prisoners was studied by Princeton/Trenton and San Francisco Bay Region. Minnesota supervises an interlibrary loan service to Stillwater Prison.

Student programs and library education are of great interest to SLA; and most Chapters have programs involving the local library schools. Rio Grande had a workshop on library literature in its members' libraries. Hawaiian Pacific surveyed special libraries in Honolulu regarding the Field Study course in the Graduate School of Library Service.

Acquisition and processing of government publications, micrographics, and other special materials were discussed by Boston, Cleveland, Connecticut Valley, Texas, and Virginia. Legislative action at the state level was taken by Boston and New York. All Chapters joined with state and other library associations in programs of various kinds. Anniversaries were celebrated by Virginia—10 years; Rio Grande—20 years; and Upstate New York —30 years.

What is special about special libraries? The answer is obvious—the members of Special Libraries Association. It is a privilege for Lois Godfrey and me to be among its members and to have served as Chapter Cabinet Chairman and Chairman-Elect.

Miss Deuss' report was presented at the Annual Business Meeting, Jun 9, 1976, during SLA's 67th Annual Conference in Denver.

Division Cabinet Report

(continued from page 451)

belongs to Manager of SLA's Publications Office, Mrs. Janet Bailey. Mrs. Bailey conducted orientation workshops for Bulletin Editors in Toronto and Chicago and these have produced a wider understanding of the "how's" and "why's" of bulletin production.

Division bulletins and newsletters are the single most important communication between the Division and its members. Bulletin Editors work very hard to produce a publication which is interesting and useful to its readers. It is often the case that there is little feedback from the members to the editors, except for an occasional complaint. I should like to take this opportunity to thank all Bulletin Editors, past and present, for their contribution to good communications among SLA members.

Several Divisions published membership directories during 1975–76, and several more are in process. These directories generally contain business addresses and phone numbers of members and are often indexed by type of library and geographic area. Many directories are updated by listing new members in the Division bulletin.

Several other publications were prepared by or sponsored by SLA Divisions during 1975–76. Among these are *Picture Sources 3, Guidelines for Newspaper Libraries,* and *Union List of Serials for Public Utility Libraries.* Five Divisions report publications in progress; most of these should appear before the end of 1976.

Contributions and Awards

Ten Divisions responded to the call of the Government Information Services Committee for additional funds for a study of G.P.O. practices. If, as it appears at present, these funds are not needed to complete the study, the money will be returned to the contributing Divisions.

Several Divisions reported contributions to the SLA Scholarship Fund. Science-Technology Division awarded two travel stipends to student members to enable them to attend the Denver Conference. Geography and Map Division plans to present an Honors Award at their Annual Business Meeting; the recipient has not been announced.

Provisional Divisions

The Board of Directors conferred full Division status on the Education Division in October of 1975; at present, there are no provisional Divisions. However, several possible new provisional Divisions are in various stages of consideration, and the Board will be asked to consider at least one petition at the June Board meetings.

Other Activities and Problems

The Bylaws committee has approved revisions of the bylaws of several Divisions and one Section. Other Divisions and two Sections report that revisions are in progress. The Division Cabinet Chairman and Chairman-Elect updated the guidelines; the new edition will be mailed to all Division Chairmen and Chairmen-Elect before June 30.

Although a few Divisions are operating with little or no reserve funds; in most cases the Divisions are in good financial shape. In fact, a dialog has begun about the uses of Division-generated funds and the relationship of allotments and funds in hand. This dialog should continue and should be expanded, in my opinion.

There will be a special orientation workshop for Treasurers this year at Denver, conducted by SLA's Accountant, Tom Carlton. This workshop should provide guidance on how to keep records and prepare reports, and should give the Treasurers a broader overview of their office.

A number of Divisions are engaged in examining their current status and the direction of future growth. The energy industry-related Divisions continue to explore merger possibilities. Several Divisions are considering name changes which would better express the interests of the membership. Planning committees are at work in at least three Divisions. All of this activity reflects the constantly changing nature of the profession, and should be viewed positively by the Board and the membership.

There are no new problem areas, but some persistent ones should be reviewed here. First, communications between Board, Divisions, Committees, and Association Office are still not as good as they should be. This is particularly true in relationship to Conference planning although there has been some improvement. As soon as possible, clear written guidelines should be prepared.

Second, some Divisions seem to view their connection with SLA as tenuous and to prefer this status. While this attitude gives them enormous freedom from their point-of-view, it is not healthy in the long run. SLA members derive a great benefit from the intellectual cross-fertilization that occurs at joint meetings and in joint projects and publications; and this is lost if a Division isolates its members from colleagues in other fields. I have tried to discourage such isolation wherever it occurred. There is no formal mechanism that mandates participation, and I am not recommending one; but I believe that the Division Cabinet Chairman and the Board as a whole should continue to encourage broader participation by all Divisions.

The last major problem area is the continuing inactivity of a few Divisions. This may be part of the ebb and flow of subject interests reflective of the interests of society as a whole; and if this is the case, then some consideration should be given to whether the Board needs to take any action in regard to these Divisions, or whether their future will be decided by their membership in the natural course of events.

In conclusion, the 1975–76 Division year continues to demonstrate the vitality of the Divisions and their central position in relation to the work of Special Libraries Association. My four years' work with the Divisions have been enormously rewarding and this has been particularly true during the last two years because of the rapport which has prevailed between the Division Cabinet Officers. Roger Martin put the Cabinet on a sound footing during its first year of existence, and Judy Field has provided forceful and analytical support for the second year. I think that SLA can look forward to a Division Cabinet that will continue to improve services to and programs for the membership and will prove to be a strong policy advisory body to the Board of Directors.

Mrs. Echelman's report was presented at the Annual Business Meeting, June 9, 1976, during SLA's 67th Annual Conference in Denver.

The message center was always busy.

Currigan Plaza was a favorite meeting spot.

Actions of the Board of Directors (Jun 5/ Jun 6/ Jun 11) Chapter Cabinet (Jun 8) Division Cabinet (Jun 8) Annual Meeting (Jun 9)

Chapter Activities—The Board voted to approve the boundaries of the Alabama, Colorado, Florida, Illinois, Indiana, Louisiana, Michigan, Minnesota, Montreal, New Jersey, New York, North Carolina, Oklahoma, Philadelphia, Pittsburgh, Princeton-Trenton, Rio Grande, San Diego, San Francisco Bay Region, South Atlantic, Southern California, Texas, Toronto, Upstate New York, and Wisconsin Chapters.

The Board accepted the petition of the Sacramento Region Provisional Chapter for full Chapter status and a name change to Sierra Nevada Chapter to more accurately reflect the Chapter's region.

The petition of the Memphis Provisional Chapter for full membership status and a name change to the Mid-South Chapter was also accepted.

The Board approved the recommendation that the Mid-Missouri Provisional Chapter be granted full Chapter status.

Division Activities—The Board voted to approve the petition for the formation of the Environmental Information Provisional Division. Jim Reed is temporary Chairman.

The petition for formation of the Library Management Provisional Division was also approved. Cecily J. Surace is temporary Chairman.

Plenum Publishing Corporation Award—The Board approved the definition of the Plenum Publishing Corporation Award Committee. The first presentation, to be made to the author of an "outstanding original paper . . . covering any aspect of special libraries or special librarianship," will be made in 1977.

Resolutions Committee—The Board approved the recommendation of the Committee on Committees that the Resolutions Committee be dissolved following the 1976 Conference.

Technical Book Review Index and Scientific Meetings—The Board approved recommendations of the Association Office Operations Committee that: Publication of *Scientific Meetings* be discontinued at the end of the 1976 subscription year, (i.e., the October 1976 issue); and that *Technical Book Review Index* will cease publication with the December 1976 issue.

Copyright—The Board voted to approve a reaffirmation of SLA Policy Statements concerning photocopying and fair use: 1) That the fair use by reproduction of a copyrighted work is not an infringement of copyright, subject to the factors as stated in S.22 §107 (Limitations on exclusive rights: Fair Use), and the preparation of *single* copies in response to isolated, spontaneous requests by different library users; and 2) That such fair use rights be available to users of special libraries, including the employees of parent companies that are characterized as "for-profit" organizations.

The SLA Board of Directors affirms that it is appropriate to provide for the payment of a *reasonable* per-page royalty on copies that are prepared in excess of the fair use provisions (above) through a rational legislative solution, provided that: 1) Such legislative proposal assures that libraries are not required to separately identify and account for each multiple photocopy which they make, or to determine the allocation of the royalties, or to distribute the royalties for which they may become liable among the individual copyright proprietors (e.g., an ASCAP-type operation); and 2) That the reasonable level of the per-page royalty charge to be paid is subject to review and supervision of a royalty tribunal established by legislative action, such as the tribunals now defined in the revision Bill (S.22) for CATV (§115) for juke boxes (§116), and the like.

Fiscal Year—The Board approved the change of the fiscal years of Chapters and Divisions to the calendar year to be effective Jan 1, 1977, after discussions by the Chapter and Division Cabinets. Thus the Chapter and Division fiscal years will coincide with the Association's fiscal year.

Membership—The number of SLA members was 9,259 on Jun 1, 1976. The number of new applications for the July 1976/June 1977 membership year increases daily.

SLA Scholarships—The Board approved the recommendation of the Scholarship Committee that four $2,500 scholarships be awarded for the 1977/78 academic year.

1977 Winter Meeting—The Board recinded an earlier action that the 1977 Winter Meeting be held in New Orleans. Instead, approval was given to meeting in Seattle, Wash., from Jan 27–29, 1977.

1979 Winter Meeting—The Board approved the 1979 meeting place and dates as the Braniff Place Hotel, Tucson, Ariz., from Feb 1–3, 1979.

Division Program Planner—The Board approved the recommendations of the 1977 New York Conference Chairman (Ron Coplen) that: The *Division Program Planner* be responsible for the planning of Division programs at Annual Conferences; this would include selection of speakers, and any other details necessary in developing the content of the program. The Division Program Planner will coordinate all activities with the Conference & Exhibits Coordinator as necessary and required.

Networking—The Board commended the Networking Committee for its work in preparing the draft of "Getting into Networking: Guidelines for Special Libraries" and recommended that the Committee proceed with final editing and preparation of the guidelines and a shorter brochure.

National Federation of Abstracting and Indexing Services—The Board approved the appointment of an SLA Representative to NFAIS.

Consultation Service Committee—The Chapter Cabinet agreed with the Consultation Service Committee's recommendation that the one-day courtesy Chapter Consultation Service be continued.

Endorsement—The Board approved a recommendation from the SLA Representative to the Library Subcommittee of the President's Committee on Employment of the Physically Handicapped that a letter endorsing the concept of a National Center on Vocational Rehabilitation literature be sent by the SLA President to the director of the White House Conference on Handicapped Individuals.

Recruitment Program—The Board voted in favor of a motion to approve the "Proposal for an SLA Recruitment Program" as submitted by the Recruitment Committee. The name of the Recruitment Committee has been changed to the Career Guidance Committee so as to emphasize this Committee's purposes to interest students in the profession of special librarianship.

State-of-the-Art Review—The recommendation of the Research Committee for the preparation of "Participating in Networks by

SLA Board of Directors 1976/77

Seated (left to right): Joseph Dagnese (Secretary to the Board), President-Elect Shirley Echelman, President Mark Baer, Past President Miriam Tees, Treasurer Ellis Mount. Standing: Division Cabinet Chairman Judy Field, Chapter Cabinet Chairman Lois Godfrey, Chapter Cabinet Chairman-Elect Mary Sexton, Constance Ford, H. Robert Malinowsky, Division Cabinet Chairman-Elect Renata Shaw, Aphrodite Mamoulides, Robert Krupp and Mary Tsuffis.

Special Libraries" by Barbara Evans Markuson was approved.

Education Activities—The Board approved the adoption of the report of the Special Committee on Continuing Education as a statement of the role of SLA in continuing education and as a definition of the proposed position of Education Coordinator.

Standards Committee—The name of this Committee has been changed to the Standards & Statistics Committee to describe more accurately the functions of the Committee.

Resolutions of Congratulations on the Occasion of the Centennial Observation of the American Library Association

Whereas, The American Library Association is observing the Centennial of its organization in Philadelphia on October 6, 1976; and

Whereas, The Association has constantly contributed to the establishment and recognition of librarianship as a profession; and

Whereas, Through the Association's continuing efforts, library services are being expanded to reach all citizens in all communities; and

Whereas, The Association has striven to the concept of Intellectual Freedom together with the rights of access and confidentiality for all library users.

Resolved, That the members, officers and staff of Special Libraries Association extend to the members, officers and staff of the American Library Association cordial good wishes and congratulations on the occasion of the Centennial Observation of the American Library Association.

Resolved, That Special Libraries Association looks to continuing cooperative relations with the American Library Association as we all look forward to ever increasing and improved services to the users of all libraries.

Resolutions of Felicitation on the Occasion of The Seventy-Fifth Annual Meeting of The Medical Library Association

Whereas, The Medical Library Association was conceived and organized in 1898; and

Whereas, The members of the Medical Library Association have served the library information needs of the health sciences community with dedication and distinction, and thereby have continued to improve services to all persons; and

Whereas, The Seventy-Fifth Annual Meeting of The Medical Library Association is in Minneapolis, Minnesota, June twelfth to seventeenth, Nineteen Hundred Seventy-Six.

Resolved, That the members, officers and staff of Special Libraries Association extend to the members, officers and staff of Medical Library Association cordial good wishes at the time of this Anniversary of the Medical Library Association.

Resolved, That Special Libraries Association looks to continuing and even closer relations with our fellow-workers in the Medical Library Association as we all strive towards the frontiers of the future to ever improved delivery of information services to the user communities of all our libraries.

RESOLUTIONS OF APPRECIATION ADOPTED AT THE ANNUAL BUSINESS MEETING JUNE 9, 1976

That the appreciation of the Special Libraries Association be expressed to:

President Miriam H. Tees;
The SLA Board of Directors and the New York Office Staff;
The 1976 Conference Committee and the Colorado Chapter, Special Libraries Association;
All Speakers and Participants in the various activities of the SLA 67th Annual Conference;
All Exhibitors for their educational presentations and their continued support of the Association; and
The Staff of Currigan Hall, the Brown Palace Hotel, the Denver Hilton Hotel and the other participant hotels in Denver.

Tena Crenshaw; Terry Munger, Jay McKee, Chairman

The Brown Palace was the official Conference Hotel.

The Convention Hall was a roomy thoroughfare, a good place to browse or meet a friend.

The Awards Luncheon ranked high on many lists.

DENVER—1976

The final registration tally for the 1976 SLA Annual Conference was 2,694. The Denver Conference now ranks as SLA's largest conference and many members also rated it as the best one so far.

This conference introduced a great many innovations, most of which were enthusiastically received by the attendees. Among these were poster sessions (more about this later), a mailing service, two tour-style scholarship events, tabletop exhibits, a film series, a speakers' clinic, and a box lunch service at Currigan Hall. In addition, there was a food and beverage stand right in the middle of the exhibits area and this appeared to rate highly with members and exhibitors alike, mainly because it saved so much time (and so much shoe leather!).

I arrived in Denver early in order to sit in on the Board of Directors meetings. Although the Saturday and Sunday meetings were open to the membership, very few attended. This is puzzling because, as one veteran observer remarked, that is where the action is.

Sunday

Six concurrent Continuing Education Seminars were presented on Sunday, but missing from this year's line-up was the reference update program which has been so popular with members in previous years. (However, on Monday afternoon the Social Sciences Division did provide an exceptionally fine reference update session which 400 people attended.)

Sunday afternoon was the time for Division and Cabinet officers to meet for orientation programs and Sunday evening everyone gathered in the Exhibits Area for the traditional Conference-Wide Reception. The Division open houses swung into operation later on that evening and the informal conference festivities were launched.

SEXTON

Denver's mammoth Currigan Hall is an ideal setting for a large conference and—although some of the meetings took place at hotels and restaurants in other parts of the city—the shuttle bus service covered this situation quite well. The sheer size of Currigan Hall made possible a spacious and accessible Exhibits Area and it was nice to be able to browse through the exhibits without feeling either closed in or hurried. Some exhibitors seemed to think that attendance was sparse, but the area was so large that it just never looked crowded. Even during the well-attended Sunday evening reception, there was ample room for everyone to congregate. One comment about the exhibits that was heard persistently, however, was that there were not enough systems vendors represented at this Conference. Special librarians always seem to be thirsty for the newest ideas, the newest technologies

Lunch at Currigan Hall was a great convenience which a great many enjoyed.

Upper left: The Social Science Reference Update Session on Monday afternoon.
Upper right: Henry C. Frey addresses General Session 2.
At left: The Advertising & Marketing Division panel discussion.

that are emerging in the market place and so perhaps we will see more systems people next year at the New York conference.

Monday

On Monday morning, SLA President Miriam Tees formally opened the 67th Annual Conference and the first general session featured Dr. Russell Ackoff, Silberberg Professor of Systems Sciences, the Wharton School, University of Pennsylvania. His topic was "Towards an Idealized Design of a National Scientific Communication and Technology Transfer (SCATT) System"; he described the current design of this new science-technology network project which is being sponsored by the National Science Foundation.

SCATT has three major objectives: 1) to initiate and encourage a massive self-organization effort among the parts of the system so that their coordination is increased; 2) to engage its participants in defining over-all objectives that will unify and improve the net effect of individual efforts; and 3) to provide the information sciences with a much needed laboratory in which significant issues about the system can be resolved. An ideally designed system is capable of continuous improvement; the product is not an ideal system, but, rather, an ideal seeking system. The system encourages participation, tends to generate consensus as well as creativity of design, and broadens the feasibility concept.

The system includes a national SCATT Center, some regional centers and over one hundred local centers. There is no limit to the number of participants (individuals or libraries). The system, however, must be self-supporting since no subsidies are allowed and all services carry a fee. The survival of the entire system, therefore, is directly related to the quality of the service provided by the participants. The SCATT Report, to be published later this year by the University of Pennsylvania Press, will provide a detailed look at the design of the system and a summary is currently available from Dr. Ackoff at the Busch Center of the Wharton School.

Since an idealized system is never complete and is open to continuous improvement, the designers desire feedback about the system and how to improve it. Dr. Ackoff suggested three ways in which SLA might assist them: 1) by appointing a task force to assist in the design; 2) by having a volunteer group develop a design for the special library aspect; and 3) by having local groups or individuals study the SCATT Report and communicating with the designers. The ultimate goal is to make the

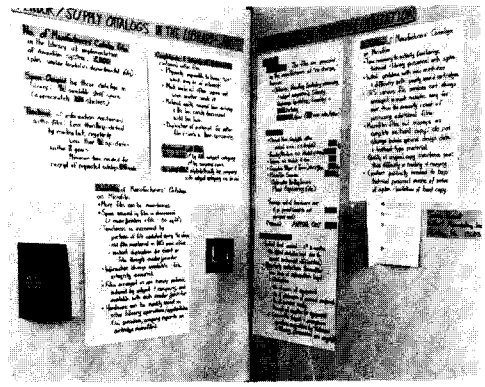
Russell Ackoff addresses General Session I (above). One of the poster displays appears at right.

• •

SCATT System "as participative, as creative, and as effective as possible."

On Monday afternoon, the Consultation Service Committee presented a panel on "Consultation Services—Client and Consultant Interaction" which was moderated by Audrey Grosch. The program had been designed primarily as an aid to Chapter Consultation Officers and the panel included a Chapter Consultation Officer, a manager, a professional consultant, and two librarians. The Chapter Consultation Officer's job is one of the most crucial Chapter appointments in my opinion and the CCO should be chosen carefully. Some Chapters have developed effective and aggressive consultation services which might serve as models for other chapters. This program fulfilled two purposes. It underlined the importance of the Chapter consultation function and it pulled together many good ideas and suggestions from some experienced professionals.

The concept of the poster session was overwhelmingly endorsed by the Denver Conference attendees. On Monday afternoon, from 3:00 to 4:30, the first poster session got underway and there was a repeat on Tuesday afternoon. The Currigan Hall mezzanine was filled with bulletin boards containing illustrations, graphs, etc., which served as back-up for the speakers. The poster session is a practical alternative to the formal meeting at which prepared papers are read. The emphasis at a poster session is on one-on-one communication. Participants can stroll through the area and ask questions at the displays which are of the greatest interest to them. The biggest advantage to this type of presentation is that it saves valuable time for the Conference participants since they can select exactly what they want to see and eliminate the parts which they do not choose to see. At a



more formal meeting, this freedom is just not possible. Most of the people to whom I talked would like to see the poster session idea expanded at future Conferences. The only complaint that I heard was that these sessions were too short. One disadvantage to extending the hours is that a poster session does require a good deal of time on the part of the speakers, time which they must take away from other events at the Conference.

Approximately forty papers were presented in the poster sessions, including such topics as the National Sea Grant Depository, the Nutrition Information Gap, Vendor/Supply Catalogs in the Library—An Experience in Microfilm Utilization, On-Line Retrieval at the NBS Library, Periodical Circulation: A Joint Venture of the Business Library and Central Communications at Eastman Kodak, A Computer-Based Drug Information System.

Tuesday

The second general session on Tuesday morning was a micrographics seminar. Henry Frey (Bell Laboratories) opened the program with a state-of-the-art review and the session then broke into three concurrent presentations: "An Introduction to Micrographics" (Donald Avedon, National Micrographics Association); "Retrieval Tech-

niques . . . . Flexibility for the Librarian" (James V. Donnelly, Eastman Kodak Co.); and "COM and Its Applications in Special Libraries" (George Harmon, Micord Corp.).

Henry Frey spoke of the information plague for which we must find a remedy. Microform represents today's technology and there is no practical alternative to it. It offers the ideal combination of fast service and low cost. The micrographics industry is showing healthy signs of growth. Microfiche usage is increasing and will continue to do so. In fact, experience with microfiche journals is so favorable that many libraries are now using it instead of, rather than in addition to, hard copy. Libraries tend to use microfiche for the newer journals and store their older titles on microfilm. Film quality has improved and readers are also improving, both in design and appearance. Human needs are finally being taken into consideration by equipment designers with the result that the new portable readers are smaller, brighter, and will soon become less costly. Cameras can now film 4,000 documents per hour, with multi-reductions and multi-formats and there is a merging of source documents with COM (computer output microfilm). Copiers are faster (4–6 pages per minute) and the use of dry silver paper has improved the over-all quality of the product.

The Chapter Cabinet and the Division Cabinet met on Tuesday evening. These two groups reflect the genuine concerns of the membership as a whole and the Cabinet meetings provide a forum in which these concerns can be heard. Looking on as an observer, I got the impression that here indeed was the real pulse of the entire organization.

During the Chapter Cabinet meeting there was a discussion about the courtesy Consultation Service and the Cabinet reaffirmed a previous recommendation that this service be continued. The no-host conference concept, adopted by the Board of Directors at the 1976 Winter Meeting, was a topic that produced much discussion. Some Chapter officers expressed concern about the idea of attempting to plan a conference without the benefit of a host chapter to tend to the many details that require the attention of individuals familiar with the local scene. Miriam Tees commented on the unfortunate evolution of the "no-host" wording, because the Board action had been "to discontinue the host-Chapter concept." Many large associations use this method because it allows them more flexibility in choosing conference sites and the program chairman can be selected from any other location. At the present time, there are only about ten SLA Chapters with a large enough number of members and which can accommodate the SLA Annual Conference. One of the major reasons for moving in the "no-host" direction is that it affords greater concentration by members on the professional aspects of the Conference, that is, the program content. After much discussion, the Chapter Cabinet voted that a Chapter Cabinet task force be appointed to recommend the role of Chapter members in a "no-host" conference concept.

Wednesday

At the Annual Business Meeting on Wednesday morning, President Miriam Tees reported on the stable state of the Association. Membership figures continue to climb in spite of this year's increase in membership dues. Bob Lane, chairman of the Networking Committee, reported on that Committee's significant progress to date. One outstanding contribution is a manual entitled "Getting into Networking: Guidelines for Special Libraries" which will be published by SLA later this year. In addition, Barbara Evans Markuson (Indiana Cooperative Library Services Authority) will prepare a state-of-the-art review on "Participation in Networks by Special Libraries." Executive Director Frank McKenna reported on the Copyright Law Revision Bill which continues to absorb a considerable amount of his time. SLA has submitted a further recommendation to the Kastenmeier Subcommittee relating to the fair use exemption, Subsection 108 (a) (1). The bill is expected to be reported out of the Subcommittee in July.

In his inaugural remarks, incoming Association President Mark Baer alluded to the often cited "image" problem which afflicts the library profession. In Mark's words, "*We* are our image." If this condition is to change, the burden rests squarely with each one of us.

Thursday

Thursday is the day set aside for Division field trips and the attendees had a great variety of interesting places from which to choose.

Also on Thursday, the National Science Foundation had scheduled a colloquium from 9:00 to 12:00 Noon and from 1:30 to 3:30 PM. The printed program listed a most interesting array of topics and speakers under the heading of "Innovations for Special Libraries." However, the actual program was altered considerably and one paper on library management practices, which would have been of great interest, was not given at all. The entire program was over by 12:30 and this irked a great many people who had rushed back from other meetings in order to catch the afternoon portion of the NSF program. Apparently, the program itself was very good and it was well-attended. However, it does seem that some effort should have been made by NSF to publicize the fact that the program had been changed.

I did not have time enough to attend many of the Division programs, but I got a considerable amount of good feedback from people who did. There were scores of outstanding programs and many excellent field trips. There were trips to the University of Colorado, U.S. Air Force Academy, National Bureau of Standards, North American Air Defense Command (NORAD), Colorado State University, U.S. Geological Survey, ERIC Clearinghouse, Rocky Flats Weapons Facility, etc. Many area libraries were also open for visits and the Denver Public Library had prepared an impressive exhibit on the State of Colorado. The Denver Public Library also houses the Bibliographical Center for Research (BCR), a very successful nonprofit regional cooperative.

The contributed papers also received much favorable comment and people appreciated being able to buy the $2.00 microfiche packet which had been made available by the Colorado Chapter. Forty-three papers were published in fiche. Preprints were also available. Unfortunately, many papers did not arrive in time to be included in the microfiche packet or as preprints. Networks and data bases again were the most popular topics. The over-all view was that the Denver Conference program content was of extremely high quality.

There were two scholarship events this year. On Monday afternoon, with a repeat on Tuesday, there was a bus trip through Boulder, and through Boulder Canyon to Central City, one of the original Colorado boom towns of the 1870's. At Central City visitors had a chance to get out and sample some mining town flavor before returning to Denver via Clear Creek Canyon. On Wednesday evening there was a bus trip to Estes Park, right on the edge of the Rocky Mountain National Park. Both trips provided some truly breathtaking scenery along the way. The Estes Park trip included a chuckwagon supper and western show, a nice change of pace for everyone. These two trips gave members an opportunity to catch a glimpse of some of the magnificent scenic treasures of Colorado. For some, this was their only chance to do any sightseeing and so the tour-style approach of the scholarship events was a real treat.

The mile-high city of Denver was a delightful choice as the conference city and I think that we were all impressed with the warmth and friendliness of everyone we met. As I intimated earlier, the conference hotels were a little distance from Currigan Hall, but even if you missed the shuttle bus, it was a pleasant walk from one area to the other. And the fantastic weather gave one an added incentive to walk rather than ride. Denver is a city that is seen to best advantage on foot and the city has much to offer the visitor. The Denver Art Museum was a favorite spot for many, and most managed to visit the U.S. Mint as well as the beautiful State Capitol and the Civic Center. After the Conference, many people went on to take more extended trips through Colorado and the neighboring states. Some of our more ambitious colleagues even climbed Pike's Peak.

Summing up, the Denver Conference Committee and Division program planners went to a great deal of effort to make this Conference imaginative and professionally rewarding. I think that they did a superb job.

Mary E. Sexton
Bell Laboratories
North Andover, Mass.

A group stayed to discuss SCATT with Dr. Ackoff following General Session I.

The Winners 1976

SLA Hall of Fame

Phoebe Hayes and Ruth M. Nielander were elected to the SLA Hall of Fame/1976. Engrossed scrolls and engraved medallions were presented during the Annual Awards Luncheon. Phoebe Hayes' award was presented posthumously to her sister, Margaret Hayes. The citations appear in the May/June 1976 issue of *Special Libraries,* pp. 274–276. Right: Ruth Nielander hears her citation read by President Tees.

H. W. Wilson Company Award

A scroll and $250 were awarded to the winner of the H. W. Wilson Company Award for the best paper published in *Special Libraries.* The winning paper is entitled "Criteria for Evaluation and Selection of Data Bases and Data Base Services" [*Special Libraries* 66(no. 12):561–569 (Dec 1975)] by Martha E. Williams. Right: Dr. Williams accepts her award.

SLA Professional Award

An engraved silver bowl was awarded to Jacqueline Sisson (left) as the recipient of the 1976 SLA Professional Award. The presentation is made "in recognition of a specific major achievement in, or a specific significant contribution to, the field of librarianship or information science, which advances the stated objectives of Special Libraires Association."

Mrs. Sisson was granted the Award for her two-volume index to Adolfo Venturi's *Storia dell 'Arte Italiana* and for her many outstanding contributions to art librarianship.

SLA Scholarships 1976/77

Three $2,500 scholarships were awarded by Special Libraries Association for graduate study in librarianship leading to a master's degree in library or information science. The awards for the 1976/77 academic year were announced by SLA President Miriam Tees at the Annual Awards Luncheon on Jun 9.

Reta D. Burroughs (Lafayette, Indiana) received a BS degree in Mass Communications from Purdue University in May 1976. She has worked full-time at the libraries of Purdue since 1967. She plans to attend the Graduate Library School of Indiana University. Her interests in special libraries are varied, including environmental, penal, medical, community service, and special education libraries.

Clifford H. Haka (Springfield, Illinois) graduated with honors in 1971 from Western Illinois University with a BA degree in history. In 1975 he received his MA degree in history from Sangamon State University (Springfield, Illinois). He has been employed for the last four years at the Illinois State Historical Library. For the first two years he was Historical Research Editor. In 1973 he was promoted to the position of Field Service Representative. After he receives his MLS from the University of Illinois, Graduate School of Library Science, he intends to continue his work with historical documents.

Suzanne L. Sager (Reading, Pennsylvania) is a 1973 graduate of the University of Pittsburgh. She has a BA degree in English literature and is a member of Phi Beta Kappa. She has already matriculated at Drexel University, Graduate School of Library Science. Before enrolling at Drexel, she was employed as an audiovisual assistant and librarian in a hospital library, where she now works part-time. Her goal is a career in the field of health sciences librarianship.

Chapter Growth Award

An engraved gavel was awarded to the Kentucky Chapter for the 1975 Chapter Growth Award. The Chapter's 85.2% increase in membership was the highest for the year. Ellen Baxter (at right), president of the Chapter, accepted the gavel.

The Hawaiian Pacific Chapter was second with a 29.0% increase. Heart of America ranked third with 19.7%.

Employment Clearing House 1976 Denver Conference

There were 60 librarian openings posted for the 167 members who registered at the SLA Employment Clearing House in Denver. Fifty-nine of the members who registered were unemployed. The remaining 108 fell into three categories: 1) full-time students (40), 2) members who anticipated events which would demand a change of employer, and 3) members who were secure in their present positions, but hoped to advance their careers.

The notices of the 60 librarian openings were posted by 52 employers. Starting salaries for these positions ranged from $9,000 to $24,000 per year. Employers who indicated salary "Open" guaranteed a starting salary of $9,000 or above. Positions with starting salaries of less than $9,000 were not posted.

Minimum Starting Salary	Number of Positions
Salary "Open"	15
$9,000- 9,999	4
10,000–10,999	11
11,000–11,999	6
12,000–12,999	7
13,000–13,999	5
14,000–14,999	4
15,000–15,999	1
16,000–16,999	4
18,000–18,999	2
23,000–23,999	1

The locations of the openings were as follows: Midwest—20, Northeast—18, Southwest—10, Southeast—7, and West—5. Librarian openings in business and industry accounted for 25 of the job descriptions posted. Of the remaining openings, 24 were in college and university libraries, 10 were in state or federal government agency libraries, and one opening was in a public library.

Experience requirements for the openings ranged from 0 to 10 years. Only 4 of the posted openings solicited applications from recent library school graduates with no experience.

Due to the additional time required to negotiate and finalize job offerings and acceptances, information on the number of positions filled through the ECH was not available at the time this report was written.

First Conference Registrant

At the top of the list this year was Elizabeth Gibson. A copy of an SLA book was her award for efficiency.

Physics-Astronomy-Mathematics Division Award

D. A. Kemp has been selected to receive the first P-A-M Division Award for his annotated guide to the literature, *Astronomy and Astrophysics; a Bibliographical Guide.* The citation termed his volume "indispensable to astronomy librarians. . ."

Bill M. Woods Honors Awards

The Special Libraries Association Geography and Map Division presented the Division's 1976 Honors Award for outstanding achievement in geography and map librarianship to Mary Murphy at the Division Annual Business Meeting Jun 7, 1976.

Miss Murphy is chief, Analysis Branch, Information Resources Division, Defense Mapping Agency Topographic Center.

Mark Baer receives the symbol of the office of President from Miriam Tees.

New York '77

Reports of Standing Committees 1975/76

Association Office Operations Committee

The Committee met twice during the year, on Oct 1, 1975, and May 10, 1976, at the Association Office.

Actions taken during the year included:

1. Audit
   Recommended to the Board that J. K. Lasser and Company be re-appointed as auditors, and met with Walter Henning to hear his views, all highly favourable, of the Association's financial controls.
2. Financial Approval
   Recommended to the Board that AOOC be authorized to approve expenditures from the Equipment Reserve Fund for the purchase of office furniture and equipment rather than referring these to the Board; and that a member of staff be designated as a second signatory for cheques.
3. Publications
   Discussed a contract with the National Center for Educational Statistics to publish a "Directory of Special Libraries Serving Commerce and Industry"; and recommended to the Board the discontinuance of "Technical Book Review Index" and "Scientific Meetings."
4. Administration of the Association Office
   Made recommendations to the Board on purchase of equipment, amendment of the TIAA/CREF retirement plan to meet ERISA requirements, and on salary increases; approved certain changes in the SLA Pay Plan, and the concept that job descriptions and salary ranges of pay grades be made available as appropriate.

AOOC expresses its appreciation for the able and dedicated work of our staff and for their accomplishments during the year.

MIRIAM H. TEES

Awards

Jacqueline D. Sisson, Fine Arts Library, Ohio State University, Columbus, was named as the recipient of the SLA Professional Award/1976 and will be recognized at the Awards Luncheon in Denver, Colorado, by Miriam Tees, President of SLA.

Phoebe Frank Hayes, formerly with the Colorado State Library, Denver, and Ruth M. Nielander, Kemper Insurance, Long Grove, Ill., were named to the SLA Hall of Fame/1976.

The Committee also recommended that nominations for the various awards be submitted during the year rather than to limit the nominations to a brief period before the Winter Meeting. This practice should be publicized at the Annual Conference, in *Special Libraries*, and by other means of communication to Divisions and Chapters.

GILLES FRAPPIER

Bylaws

With the assistance of several members of the Board of Directors and of the Association Staff, the Committee completely revised the Model Chapter and Division Bylaws. The revised Models were accepted by the Board at the Cincinnati Winter Meeting. The Committee Chairman reviewed the revised Models with the Chapter and Division Cabinets at the Winter Meeting.

Most Chapters and Divisions have been working toward amending or revising their Bylaws to bring them into accordance with the revised Association Bylaws as reflected in the Models.

The Bylaws Committee has given formal approval to the following:

Chapters—Alabama, Baltimore, Cleveland, Connecticut Valley, Florida, Hawaiian Pacific, Heart of America, Memphis, Michigan, North Carolina, Oregon, Philadelphia, Pittsburgh, Princeton-Trenton, Rio Grande, Sacramento, San Francisco Bay Region, South Atlantic, Toronto, Upstate New York.

Divisions—Advertising and Marketing, Documentation, Education, Military Librarians, Petroleum, Science-Technology, Transportation, Legislative Reference Section (Social Science Division).

Some progress has been made but no formal approval given to the following:

Chapters—Boston; Cincinnati; Colorado; Greater St. Louis; Hudson Valley; Illinois; Indiana; Kentucky; Long Island; Minnesota; New York; Oklahoma; Pacific Northwest; Southern Appalachian; Southern California; Texas; Virginia; Washington, D.C.

Divisions—Aerospace, Business and Finance, Food Librarians, Geography and Map, Insurance, Metals/Materials, Newspaper, Nuclear Science, Pharmaceutical, Physics-Astronomy-Mathematics, Picture, Public Utilities, Publishing, Social Welfare and Urban Affairs Sections (Social Science Division).

The Committee has received no communication from the officers of the following:

Chapters—Dayton, European, Louisiana, Mid-Missouri, Montreal, New Jersey, San Diego, Wisconsin.

Divisions—Biological Sciences, Engineering, Museums, Arts and Humanities.

ROGER MARTIN

Committee on Committees

At its June 1975 meeting, the Board of Directors asked the Committee on Committees to prepare a definition of the Translations Committee as a standing committee in relation to the functions of the Government Information Services Committee and the Publisher Relations Committee. A definition was developed and submitted to the Board at its October 1975 meeting, but the definition was not accepted because the Board continued the Translations Committee as a Special Committee.

At its January 1976 meeting, the Board of Directors made the following assignments to the Commit-

tee on Committees: 1) Conference Committee; 2) Conference Advisory Committee; 3) Plenum Publishing Company Award; and 4) the Recruitment Committee, with definitions due in June 1976. In addition, the President-Elect requested the ConC to look at the definitions of the Committee on Committees to define its terms of appointment and the Resolutions Committee to determine if its definition is reflective of current practice. All of these assignments are to be reported to the SLA Board of Directors in Denver.

GEORGE H. GINADER

Conference 1977

At present we are still working with the same format that was presented in Cincinnati. There will be three General Sessions on Monday at 9:00, 10:00 and 11:00 a.m. and the same on Tuesday. We have added an additional "Welcome to New York" on Sunday night immediately following the Conference-Wide Reception. The speaker at this "Welcome" will be Rep. Bella Abzug (N.Y.).

For the most part the Conference Executive Committee is continuing its planning of General Sessions, speakers, filling committee positions, and getting ready to begin intense work after Denver.

Speakers

We have affirmative committments from Preben Kierkegaard (President of IFLA, and Rector of the Royal School of Librarianship Copenhagen), and John Woolston, Director of International Research Center. We are waiting replies from other persons at this time.

Contributed Papers

The call for papers will appear in the July issue of *Special Libraries*.

RON COPLEN

Conference Advisory

The *SLA Conference Guidelines* were thoroughly revised and updated to conform to Conference policies and procedures as of December, 1975. The revised document was presented to the SLA Board of Directors at the SLA Winter Meeting in Cincinnati in January, 1976, where it was approved in principle by the Board.

DAVID E. KING

Consultation Service

Consultation Service activity in the chapters appears to be down slightly from last year judging from the dozen or so Annual Reports from chapters which have been sent.

The Consultation Committee spent the last year surveying the chapters and SLA membership who expressed interest in the Consultation Service on the question of whether a fee-based service should replace the Courtesy Service now offered. Approximately three-quarters of the chapters responding feel the Courtesy Service performs valuable service and that it should remain, not to be replaced by a fee-based service. A detailed report on this topic per the Board of Director's charge has been submitted recommending that the Courtesy Service be continued in light of the findings.

At the 1976 SLA Annual Conference in Denver, the Consultation Service Committee is sponsoring a program which is the first of its type to be offered by the Committee, on Monday June 7 from 1:00 to 3:00 p.m. "Consultation Services—Client and Consultant Interaction." Panelists include a CCO, Minnesota Chapter, Grieg Aspnes, Cargill, Inc.; a librarian hired by a client firm, Laura Dirks, Alexander & Alexander, Inc.; a management representative from a client, J. Michael La Nier, American Water Works Association; and a professional information consultant, Herbert Landau, Auerbach Associates, Inc.

The panel will discuss professional consulting, management opinions and justification for information services and the role of the Courtesy Consultation Service SLA offers. It is meant to cover the spectrum of services to be offered and how any consultant, whether a professional or an SLA CCO, relates to a client, the needs of the client, and how the client must ultimately go to top management to sell a specific program recommended by a consultant. The panel's reactor is Marjorie Broward, Business Library, University of Colorado College of Business and Administration who has had an extensive consulting role establishing a new information center for a Fortune 500 company. Audrey N. Grosch will moderate the Panel on behalf of the Consultation Service Committee.

These were the major activities of the Committee this past year. In addition, two Consultation Service Newsletters have been published and numerous letters from Chapter Consultation Officers having special problems have been individually handled.

AUDREY N. GROSCH

Education

The Education Committee continued to function through use of its subcommittees.

The Subcommittee on Library School Relations, chaired by Mary Dunnigan (with Barbara Becker and Elizabeth Ferguson) continued a survey project of recent library school graduates in special library positions. A questionnaire, returned by 71 library schools, listed names of recent graduates who were employed as special librarians. Unfortunately, the names were frequently listed without address information. Committee members checked the following sources for information: Special Libraries Association *Directory*, Medical Library Association *Directory*, American Library Association *Directory*, *American Library Directory* (Bowker), and selected metropolitan area phone books.

A mailing list of 275 special librarians, who recently graduated from library schools, has been identified out of a total of 378 names submitted. The questionnaire will go to these 275 special librarians.

The Subcommittee is grateful to Dr. Ann Prentice of State University of New York at Albany, School

of Library and Information Science, who aided them considerably in the development of their questionnaire.

John Timour and Pauline Vaillancourt planned the 1976 Denver Continuing Education Update Sessions (CEUS) with the approval of the Committee and we held an open meeting at the 1975 Annual Conference. It is planned to continue this practice as a means of keeping the membership informed of our plans for CEUS for the following year.

The proposal of the Committee regarding policies and procedures for CEUS accepted by the Board in 1975 should be widely advertised both to Chapters and Divisions, and to individual members as well.

PAULINE M. VAILLANCOURT

Employment Policy

Because a new chairman of this Committee had to be appointed late in the Association year, it is not possible to present an annual report at this time. Preparations are now under way for a meeting of the Committee at the Conference in Denver in June.

CAROLYN V. MILLER

Finance Committee

The Finance Committee met September 19, 1975, for the annual review of the FY76 budget.

Recommendations were brought to the attention of the Board of Directors concerning:

1. Repayment of the loan ($15,500) from the Reserve Fund to the General Fund;
2. Increases in both Chapter and Division allotments;
3. Request of the Government Information Services Committee for funds to do a Survey of the Government Printing Office;
4. Request of the Denver Conference Committee for program funds;
5. Request of the Education Committee for funds for clerical assistance.

The Finance Committee met May 17, 1976.

Recommendations were brought to the attention of the Board of Directors of the Annual Conference concerning:

1. Acceptance of FY 77 draft budget for projection of membership and dues income;
2. Segregation of part of FY 77 budget in order to cancel accumulated excess expenses over income for FY 74 and FY 75.

JANET RIGNEY

Government Information Services

The Government Information Services Committee (GISC) has had a very active 1975–76. The SLA Board was confident enough in our ability to do a survey of the Government Printing Office (GPO) services to grant the Committee $3,000 for such a study.

This project has been undertaken in cooperation with the Washington, D.C. based Committee on Information Hang-Ups and the American Association of Law Libraries (AALL). The study has taken the form of a carefully prepared computerized questionnaire, similar to that used for the 1976 SLA salary survey. Librarians have been asked to express their experiences and views on such subject areas as Customer Service, Serials & Subscriptions, Bibliographic Control, the *Monthly Catalog*, and Pricing. After evaluating the results of a preliminary test sampling which involved only a few librarians, the final forms were mailed April 23, 1976, to a random sampling of document librarians. The sampling was made from the members of SLA, U.S. Depository Libraries, GODORT (ALA), and AALL.

In January 1976 it appeared that the survey would need further funding to complete, and a request was made to all Divisions and Chapters for contributions of any amount—the response was most gratifying. However, it was found upon further investigation that Metropolitan Washington Council of Governments could do the tabulations and cross-correlations for a sum not to exceed $1,200.

Financial Standing on GPO Survey

Contributions:	
SLA Board	$3,000.00
Divisions (14)	3,100.00
Chapters (15)	1,005.00
Individual	50.00
GODORT $500 pledged if needed	
TOTAL	$7,155.00

Monies received from Divisions and Chapters will not be returned until the final report is completed. The cost of printing and mailing 725 questionnaires has not yet been received. The plan to print the results of the study in *Special Libraries* has been made. If the report is more than could fit in one issue, the Summary Report, including recommendations could be issued separately. Thus we could have a total report for those wanting it and for our distribution to GPO, the Joint Committee on Printing and key Congressmen.

Survey Return Information

As of May 14th, 57 completed returns and 2 duplicate forms have been returned. Only 17 returns have attached comments on GPO services. The coverage of returns from the U.S. is excellent, but to date we have not received any returns from Canada—this may have to do with the mail delivery service there.

Part of the 1976–77 year will be spent in analyzing and writing a report on our findings. After distribution of the report hopefully there will be a lot of follow-up work to be done with GPO.

MARY L. KNOBBE

Membership

No report received.

Networking

This relatively new standing SLA Committee has been active in several areas reflected in its charge as adopted by the Board in January 1975.

Liaison with other Associations and Organizations

1) Contact with four groups active in networking or interlibrary cooperation within ALA has been established. This has resulted in co-sponsorship of a symposium entitled "Opportunities in Multitype Library Cooperation" planned for Thursday, 22 July 1976 at the ALA Centennial Conference in Chicago.

Committee members Beth Hamilton and Robert Lane are members of the program planning committee, and Ed Strable will present a paper during the symposium on problems associated with special library participation in networks.

2) In response to queries from the membership about discrimination among networks against special libraries in the for-profit sector, we met with John Metz, Executive Secretary of MIDLNET, a new regional network covering 13 midwestern states, and obtained an informal opinion from him that MIDLNET's legal council could see no present difficulties in for-profit corporation library participation in the network.

Guidelines for Network Participation

This project, spearheaded by a Chicago-based subcommittee chaired by Beth Hamilton, is near completion of a draft set of guidelines designed to assist special librarians through the decision-making processes associated with network participation. It is expected that the final product will include a comprehensive directory of existing networks based on a 1976 Association of State Library Agencies inventory, and a case study of special library network participation prepared as an appendix to the guidelines themselves. A selective bibliography will round out what is hoped will be a definitive SLA publication on the subject.

State-of-the-Art

From the start it has been felt that a timely, unified picture of special library participation in cooperatives and networks was needed to assess the present and prospective commitment of the special library community to the resource-sharing concept. Diana Carey has presented a proposal to the Research Committee for such a State-of-the-Art Review. It is expected that the review will be prepared by an experienced investigator so that the results as well as the guidelines mentioned above may be available before June 1977.

Barriers to Networking

During the fall of 1975 personal letters soliciting views of barriers that keep special libraries from formal network participation were sent to 70 SLA members who were currently serving as Chapter officers or who had pre-registered for the June 1975 Conference. The intention was to investigate attitudes toward networking barriers—proprietary, legal, psychological, managerial—that are presently operative. The findings suggested that, whereas a healthy attitude to networking may exist among special librarians, there is also a strong, underlying current of satisfaction with the way things are. This, it was felt, could lead to missed opportunities, and unnecessary failure to be included in local and regional cooperative planning.

Informing Members

Focusing on ways by which to inform SLA members of network developments and to ensure that progress is not impeded by imaginary barriers, a Toronto-based group chaired by Joyce Robertson has concentrated on getting news items and articles about network developments into local publications and before local Chapters.

Looking Ahead

As its early projects mature, the Committee will use the data thus gathered to begin additional initiatives. It still recognizes the possible advantages that might accrue from a controlled prototype or model network, possibly formed within units or Chapters of SLA, and a group chaired by Vivian Arterbery continues to consider such an effort. Underlying all of its efforts so far is the full Committee's intention to provide within the association, a focal point for direct participation by special librarians in network developments so that our resources, requirements and services are included wherever network policies and procedures are formulated.

ROBERT B. LANE

Nominating Committee (1976 Elections)

Almost one full year was consumed in locating candidates for the office of President-Elect. This involved consideration of candidates whom the Committee considered qualified, and whose management would provide backing.

We have tried, with this slate, to select candidates with potential for leadership, as well as to fulfill the office designated. The Committee has found somewhat of a "generation gap" in members willing to run for office but lacking a depth of Association experience, and not being senior in job responsibility to make a large association commitment as President-Elect.

The Manual of Nominating Committee Procedure has been revised in line with Bylaw Revisions of 1974. One major recommendation for soliciting timely nominations from the membership-at-large would be to draft a unique announcement for listing in Chapter & Division bulletins, rather than through *Special Libraries*.

Recommendations

Our recommendations are of several dimensions for consideration by the Board of Directors:

Reconsider and restructure some of the responsibilities previously assigned to the President. Many members of the Association have felt for a number of years that SLA places an inordinate burden on its executive officers in time commitments and responsibility.

Curtailment of travel commitments for President-Elect and President but with increased per diem.

Consider a single-slate for President-Elect.

Consider electing a President from the Board of Directors should future Nominating Committees encounter the same problems as has ours, therefore eliminating the need to select two candidates for President-Elect.

Select a Nominating Committee Chairman who has access to a WATS telephone line for the amount of coordination required in this office.

MARY MC NIERNEY GRANT

Positive Action Program for Minority Groups

This annual report is being submitted as a record of progress toward the implementation of the charge of the Committee: to develop programs that will encourage and assist members of minority groups in entering and advancing in the field of special librarianship and information science.

During this past year, the Committee, under the coordination of Doris Hayashikawa, initiated and completed a project to develop a minority recruitment brochure for the SLA. The brochure, "Be A Special Librarian; Get It Together," is available from the SLA Office. The Committee will continue to disseminate the brochure nationally.

Committee member Reginald Smith is working on development of a directory of minority special librarians. The directory is to be compiled from a survey mailed to the SLA membership and voluntarily returned by minority special librarians (Asians, Native Americans, Spanish Speaking, and Blacks). The directory will be a tool for affirmative action and career mobility because it will make minority special librarians visible to all librarians and to library employers.

By these two projects and by others being developed, the Committee will continue to encourage and assist members of minority groups to enter and advance in the field of special librarianship and information science.

MARILYN SALAZAR

Publisher Relations Committee

Survey of Acquisition Practices in Special Libraries

The Committee completed the questionnaire on "Selection and Acquisition Practices in Special Libraries" by the end of 1975 and presented it for approval to the Board. At the 1976 Winter Meeting, the Board did not act upon this item on the agenda [because of budget considerations], and the Committee will await approval by the Board at the meeting in June in Denver. If the questionnaire is approved, it would be sent to the membership of SLA, and the results of the survey would be published in *Special Libraries*.

The Committee feels that the results of this survey should help fill the gap which exists in the literature in this area. It is hoped that this survey will provide useful information to the membership of SLA, to publishers and their representatives, to vendors, to students, and to others.

Denver Conference Session

A session called "Table Talk" is being sponsored jointly with the Publishing Division in Denver. It will be held on Tuesday, June 8, at 1:30 p.m. Publishers of books, periodicals, and subscription services have been invited, as well as wholesalers. The session will be in the form of a roundtable discussion, and the agenda will include the main items in the questionnaire described above. This will give the Committee an opportunity to obtain advance information on some of the questions in the questionnaire, such as selection tools used by special librarians, importance of publisher information, importance of visits from publishers' representatives, etc.

Future Activities

The Committee feels that concentration has been in the area of book publishers, and that the Committee should direct part of its efforts toward periodical publishers, and publishers of subscription services in the next year.

DOROTHY KASMAN

Recruitment

The Committee has spent the year investigating various plans to vitalize SLA's recruitment program at the college and university level. A proposal detailing a possible program for interesting library school students in special library work, and college and university students in the information field in general has been submitted to the Board.

APHRODITE MAMOULIDES

Research

SLA Grants-in-Aid Fund

One grant was authorized in November 1975 in the amount of $350 to Dr. Martha Jane Zachert and Barbara Conroy to gather descriptive information about continuing education activities which incorporate in their planning and implementation the principles of adult learning theory. Since the last annual report of the Committee, six proposals have been received, one was awarded, four were rejected, and one was withdrawn.

State-of-the-Art Research Reviews

Work was begun on a state-of-the-art review that had been authorized last year: "The Special Librarian as a Supervisor or Middle Manager." A review authorized earlier is still in process: "The Development of Special Libraries on the International Scene." Two reviews on which substantial work had been done, but have been withdrawn by the authors for personal reasons are: "The Economics of Special Libraries and Special Library Operations from the Management Point of View," and "The Marketing Approach Applied to Special Libraries." A review that has been authorized, and that is anticipated will be started during the next report pe-

riod, is "The Involvement of Special Libraries with Local, State, and National Library Legislation." This June the Committee is recommending funds for a State-of-the-Art review on "Participation in Networks by Special Libraries."

Programs

As a result of the 1975 Annual Meeting Idea Session on Research Needs in Special Librarianship, a list of needs has been compiled as identified by the participants. At the June 1976 meeting, the Committee will hold an open Information Exchange Session to answer questions that SLA members may wish to ask about research ideas they have or suggestions they wish to give to the Committee.

ELIZABETH W. STONE

Resolutions

See page 458.

SLA Scholarship

Seventy-four applications were received for the three $2,500.00 scholarships offered this year. This number was 10 less than applied last year, and 12 less than the year before that. The winners, listed in alphabetical order, were: Reta D. Burroughs, Lafayette, Ind.; Clifford H. Haka, Springfield, Ill.; and Suzanne L. Sager, Reading, Pa.

Of the total, 62 were women and 12 were men, with the Eastern part of the United States accounting for almost 50% of the applicants. The Midwest was next with 28%, followed by the Far West with 15% and the Mountain States with 5%. Canada accounted for about 2%. These figures roughly follow the over-all membership spread of SLA.

The educational background of the applicants is broken down as follows: Liberal Arts and miscellaneous, including English and History, 36; Art, 8; Pure and Physical Sciences, 7; Social Sciences, 7; Education, 6; Music, 5; Library Science, 3; Religion, 2.

Seven of the applicants had post-graduate degrees, including two who had Ph.D.'s. Of the total number, seven were members of SLA. None of the winners were members.

The application forms were revised this year to attempt to bring out more meaningful information for the committee. A new procedure for the evaluation of the applicants was instituted this year, based on a weighted scale. The goal of this change was to make the choosing of the winners more objective. Some minor problems were encountered, one being the necessity of the committee to establish standards on which to base numerical scores.

Over two years ago a survey was conducted of past scholarship winners. The results were mixed, so that we are planning to conduct a new survey.

We wish to thank the Chapter Presidents and members who conducted the personal interviews for us. The interviews are extremely important to our evaluations. Our appreciation also goes to Richard Griffin and Ruth Rodriguez of the Association Office, who make an incredible amount of paperwork move smoothly.

WILLIAM C. PETRU

Standards

In response to the Board action of June 1975 the Committee prepared a definition of "special libraries" for submission at the October 1975 Board Meeting. The Board took no action on this proposal (the assignment was transferred to a Special Committee). The Committee has assumed responsibility for the organization and possible expansion of a project of the Science-Technology Division Projects Development and Evaluation Committee. The project is one of compiling job descriptions for exempt and non-exempt positions in special libraries.

ZOE L. COSGROVE

Student Relations Officer

Highlights of this year's activity on the part of the Student Relations Officer include the formation of seven new student groups; a 1976 "Directory of Student Groups and Advisors" published in *Special Libraries;* and an expanded student guest program sponsored by the Divisions at the Denver Conference. No formal student programs were held at this Conference so that students could participate more fully in the overall Conference activities.

This year Student Groups were established at Pratt Institute, Rutgers University, State University of New York/Buffalo, University of Kentucky, University of South Carolina, University of Wisconsin—Madison, and the University of Hawaii. This brings the total number of Student Groups recognized by Special Libraries Association to twenty-eight with thirteen of these having been established in the past two years. Richard Griffin, Manager of SLA's Membership Department, has assisted in many ways in the formation of these Student Groups and his efforts have been appreciated and are herewith acknowledged with thanks.

The following Divisions sponsored students at the Association Conference in Denver: Picture Division, Pharmaceutical Division, Chemistry Division, Military Division, Science-Technology Division, Aerospace Division, Publishing Division, Geology and Map Division, Nuclear Science Division, and Newspaper Division. These Divisions provided student Conference attendees with tickets to fifty events and thereby enabled students to participate in and meet with a large number of SLA members while exposing these students to Division activities.

This year the Divisions were requested to supply tickets to Conference events by purchasing in advance and having the Association Office put these tickets in the SRO's registration envelope. This procedure, which I wholeheartedly recommend, does not provide student guest names in advance but does greatly simplify the procedures in the student guest program. Next year, however, I recommend that the host chapter and/or Conference Staff provide the SRO with a place in the registration area so that stu-

dents will have easy access to the new SRO and to their very generous Division Hosts. This year students from eleven library schools benefited from this activity.

The Annual Conference at Denver was one of the most heavily student-attended Conferences in my memory and credit goes to the interest of the Association in Student Members, to the Divisions for their sponsorship, to the Faculty Advisors of Student Groups for encouraging attendance, and to the Association Staff who arranged housing for students. Since this report ends my two year term as SRO, I would like to thank all those who helped me with my tasks and to recommend that the Association continue its efforts in behalf of students.

JAMES M. MATARAZZO

Tellers

For the report on the Election of Officers see *SL* 67 (no. 7): 327 (Jul 1976).

The H. W. Wilson Company Award for the Best Paper in Special Libraries

The Committee has the pleasure to designate "Criteria for Evaluation and Selection of Data Bases and Data Base Services," by Professor Martha E. Williams, (University of Illinois, Urbana-Champaign, Ill.), as the best paper published in *Special Libraries* in 1975.

This decision was not arrived at easily or without profound consideration. As individual nominations of authors were submitted, the decision for the award was thoughtfully considered.

The Committee wishes to commend Professor Williams for her informative and provocative contribution. The Committee further wishes to thank the H. W. Wilson Company for its generous gift and the resultant encouragement to SLA authors in preparing publishable articles. Finally, it is the desire of the Committee to acknowledge the Board of Directors and the officers of the Special Libraries Association for the privilege of being of assistance to the profession in this instance.

PAUL KRUSE

Reports of special committees 1975/76

Special Committee on Copyright

In spite of the immense volume of activity—and accomplishment—regarding the pending Copyright Revision Bill this year, the Committee has had little part in SLA's efforts. This was not due to unwillingness on the part of the Committee, but rather to the press of circumstances and decisions on the Board of Directors.

The SLA banner has been carried into all meetings between library association representatives and publisher representatives by our Executive Director, Frank E. McKenna. These transactions are now such as to require his frequent and, at times, constant involvement.

Individually, the Committee members have been active in keeping special librarians who requested information aware of the latest developments and continuing need to make their concerns known to their Congressmen.

Reports of the Association efforts on Copyright legislation can be found in recent issues of *Special Libraries.*

EFREN W. GONZALEZ

Special Committee for Environmental Information

The concentration during 1975–76 has been to support the U.S. Focal Point of the United Nations Environmental Program/International Referral System in its inaugural year, and to assist in locating and identifying data files and sources. The SCEI chairman is also the SLA representative on the U.S. Inter-Agency Committee which was established to monitor, assist, and advise the Focal Point management. The Focal Point is located physically with the Washington headquarters of the U.S. Environmental Protection Agency.

Because of the wide geographical distribution of Committee members it has been difficult to communicate and impossible to meet during the year. Therefore, activities beyond UNEP/IRS interests were not undertaken.

Sufficient signatures have been obtained to petition the Board for creation of a Provisional Division. These signatures are all from persons outside the Committee, and it is not known whether they rep-

resent prospective Division members or whether they represent only an interest in environmental information as related to their current Division affiliation.

ROBERT W. HUFF

Special Committee on the Pilot Education Project

Following the San Diego Winter Meeting of 1974, President Gilles Frappier appointed a Special Committee on the Pilot Education Project to reinforce the statement adopted by Special Libraries Association on equal pay. The charge to this committee was to develop education programs for SLA members on achieving salary parity. The committee consisted of Laura N. Gasaway, University of Oklahoma Law Library, chairman, Bob Ballard, Western Michigan University, Angela Giral, Harvard School of Design Library, and Ruth McCullough, Westinghouse Defense and Space Center.

At the October 1974 Board meeting, the Committee presented to the Board of Directors a sample program for SLA Chapters and Divisions. This consisted of a packet of material and four audio-tapes to be used for obtaining program ideas. The chairman is still receiving requests for the program packet and for the tapes. They have been used fairly widely, but it is unknown how many Chapter programs actually resulted from this program packet. The packet and tapes will continue to be distributed as long as requests for them arrive.

In the early fall of 1975, work was completed on a pamphlet entitled "Equal Pay for Equal Work: Women in Special Libraries." The pamphlet was printed and distributed to all SLA members in February 1976.

It is hoped that these educational efforts will have the positive net result of helping women achieve salary parity in special libraries. However, until future salary surveys are conducted, it will be impossible to determine the actual results. The salary survey mailed to members in March may not reflect any response since it so closely followed the distribution of the pamphlet. But future surveys will hopefully show an upgrading of women's salaries. The Committee has enjoyed this work for the Association and hopes women will take individual action to see that salaries of women in special libraries improve.

LAURA N. GASAWAY

Special Committee on Translations

Translations problems still exist, but we do understand them better and have helped to solve some of them.

Other societies and government agencies are showing concern as well. The American Academy of Arts and Sciences held a seminar on Problems of Translation. They proposed the "detailed investigation of the need for translations in various disciplines" and the "appointment of a panel of humanistic scholars which would review the present state of translations, define in detail and assign priorities to the problems which require attention and indicate how they might be addressed by a permanent committee on translation." Professors Morton Bloomfield and Howard Hibbett of Harvard University are Co-Chairmen of the Academy Seminar and are actively working on the investigation at this time. They are concerned about the qualifications and availability of translators as well as the announcement and availability of the completed translations. They are also seeking funds to promote this work. [*Bulletin of the American Academy of Arts and Sciences* 29 (no. 1): 4–11 (Oct 1975)] Our Committee has sent a letter describing SLA's involvement with translations problems past and present. The chairman has offered her cooperation and assistance in any way possible.

The Society of Federal Linguists is concerned with the availability, qualifications and status of translators working for the Federal Government. They published a status report for 1974 on "Problems of Federal Language Management and Federal Translation Contracting" [*The Federal Linguist* 6 (nos. 1/2) (Summer 1974)].

Changes have taken place within NTIS regarding translations. Tina Miller of the Special Foreign Currency Science Information Program group has informed NTC that NTIS has decided that all translations prepared under the PL-480 programs should be deposited with NTC. NTC will be the only source for these translations. Cooperating government agencies have been instructed to send these translations directly to NTC. Marvin E. Wilson, Assistant Director of Production for NTIS has confirmed that translations are being returned to the respective government agencies for various reasons. He has promised to suggest their deposit with NTC. Mrs. Nowak is working on ways to encourage this suggestion.

The program sponsored by our Committee at the 1975 Chicago Conference was well attended. The concern of SLA members was evident; they are interested in the continuation of the services of NTC and the development of an automated system which would provide an on-line capability. The pamphlet, "How To Obtain a Translation," which was presented at the meeting has proved so popular that it is being published by the Aerospace Division.

The National Translations Center has made changes this year which have stimulated the deposit of translations from all types of libraries. The Service Program has been modified to give credit to depositors so that those who deposit translations will become eligible for free searching service. New depositors will be given credit for the current year and the next, also. Staff and funds continue to be a major problem. After discussions with the center, we can define the primary needs as follows:

A cumulated index for the ten volumes of *Translations Register-Index.*

1) Clean up and modify the current computer program to eliminate the many patch jobs which have been done over the past years.
2) Funds to publish the cumulated index, including advertising and other costs. These could be repaid out of sales revenues.

Faster, improved procedure for processing newly deposited translations and answering search requests.

1) The modified computer program could provide access to the translations data base through an on-line terminal. This would allow the center to add citations directly to the data base. It would also eliminate card typing, editing, filing and even the card files themselves.
2) The terminal would allow the NTC staff to search on-line for information on availability of translations. This will be faster and currently accurate.
3) This system could also be set up to provide on-line access to the data base for requesting libraries through a time-sharing system.

Funds to support an added staff member to release the Chief of NTC for public relations work with potential users.

The Committee members intend to continue to help NTC find the funds and support to carry out these worthwhile projects and to encourage other associations to do the same.

BETTY BROCINER

Reports of Joint Committee

Association of American Publishers—Special Libraries Association Joint Committee

One meeting was held with the members of the School and Library Promotion and Marketing Committee of the Association of American Publishers. It was decided to concentrate on the aspects of standardization in the many areas of publishing, and to try to convince publishers that this is an important path to follow.

An informal session of librarians and publishers was held in May of last year. The dialog was animated and successful, and much interest was shown in future meetings of this type.

DOROTHY KASMAN

Council of National Library Associations, Joint Committee on Library Education

The Joint Committee on Library Education, Council of National Library Associations met Jun 30, 1975, and disagreed with the proposed revised structure of the Committee, requesting clarification from the CNLA Board of Directors.

Other business conducted at the Joint Committee June 1975 meeting included a report on the Continuing Library Education Network and Exchange (CLENE). A request was made that a member of the Committee prepare a written statement on the implications of the Freedom of Information Act Amendment for library school curricula to be discussed at the Winter Meeting of the Joint Committee (which was not held). A request that the Joint Committee develop courses for volunteer librarians and paraprofessionals was turned down on the basis that this was not within the scope of the Committee's charge.

PAULINE M. VAILLANCOURT

Council of National Library Associations, Joint Committee on Prison Libraries

No Report.

SANDRA K. PAUL

Interagency Council on Library Resources for Nursing

There are now delegates from 21 organizations attending the Council's two meetings a year. The following fields are represented: library, hospital, governmental, and registered and practical nursing organizations. The objective of the Council is to identify library service for nursing needs and to make recommendations to the various organizations as to how these needs may be met.

At the March 1976 meeting, reports were presented by the representatives of eight of the participating organizations on work in progress and accomplished in fulfillment of the Council's aims. Included was news of a forth-coming audiovisual package teaching use of the nursing indexes; the formation of a Nurse Manpower Planning Division of the National Health Planning Information Center; activities of the New England Regional Council on Library Resources for Nursing; the announcement of the forth-

coming publication of the *Cumulative Index to Hospital Literature* and the *Catalog of the AHA Library*. An announcement was made concerning the Council's participation in the forthcoming ANA Convention at Atlantic City, June 6–11, 1976.

Under new business, the development of nursing bibliographies was considered, as was Council participation in the next ANA Convention in 1977.

The Council's activities reflect the growing interest of informed nurses in the provision of library services intended solely for nurses rather than the practice of including the nursing library as a small department of the medical library.

JAMES H. KIRK

Joint Committee on the Union List of Serials

On Jan 19, 1976, the Joint Committee on the Union List of Serials (JCULS) met during the Midwinter Meeting of the American Library Association in Chicago. The discussion centered on the determination of future JCULS goals in view of the report presented by the chairman on his attempts to solicit support from funding sources for the Committee's projects proposed at the Aug 26, 1975 meeting: 1) the establishment of a Union List of Serials Information Clearinghouse; 2) a project to determine standards for holdings statements; 3) a project to determine standards for location symbols; and, 4) an analysis of the CONSER data base to determine what major subjects are not being covered adequately and what measures should be taken to fill the gaps.

Since other groups have already undertaken several of these projects, funding for the support of these efforts for the committee was seen as unlikely. There was need, however, for the reporting of specialized collections not in machine-readable form as well as the reporting of union listing activities. In the discussion that followed, the ISSN was seen as providing the common link between and among the various ULS projects. The need for the sharing of the technology of union list production was also discussed by the committee.

SIGNE LARSON

Reports of SLA Representatives 1975/76

American Association of Colleges of Pharmacy—Conference of Teachers, Section of Librarians

No report received.

American Association of Law Libraries

No report received.

American Association of Library Schools—Continuing Library Education Network (CLEN)

With the restructuring and incorporation of the Association of American Library Schools, it has been decided to disband this committee.

PAULINE M. VAILLANCOURT

American Federation of Information Processing Societies (AFIPS)

The SLA Representative to AFIPS has served as the SLA Director on the AFIPS Board and attended both meetings held during the past year. The second of these was held in conjunction with the National Computer Conference in New York City which was well attended and highly successful from a financial standpoint. The first of two necessary affirmative votes for the distribution of $75,000 in NCC surplus was taken in June 1976, with the second scheduled for November or December 1976. If approved, the Special Libraries Association share of the surplus may be approximately $3,000.

An SLA sponsored technical program at the National Computer Conference, on the topic "Enhancing Library Services Through Computer Technology," was arranged and implemented by Carol A. Johnson, 1976 SLA Conference Coordinator [see report on page 477]. The 1977 National Computer Conference will be held in May 1977 in Dallas, Texas.

At its January 1977 meeting, the SLA Board of Directors exercised its option to select full member status within AFIPS, as permitted through a recent change in AFIPS Bylaws. At the end of a 5-year period, SLA must requalify for full membership in accordance with AFIPS membership requirements.

The AFIPS Washington Office, directed by Philip Nyborg, has begun to establish contacts with both the Congress and with federal agencies. All member societies are encouraged to utilize the AFIPS Washington Office where appropriate. The AFIPS Board of Directors has authorized a feasibility study concerning the issuance of a new professional journal, designed to interrelate the activities of computer professionals and computer users. A decision on publication will probably be made in 1977.

The SLA Representative currently serves as a member of the AFIPS Long Range Planning Com-

mittee. Any comments or suggestions from SLA officers or members should be mailed to the undersigned.

HERBERT S. WHITE

AFIPS 1976 National Computer Conference Coordinator

The 1976 National Computer Conference was held June 7–10, at the Americana and N.Y. Hilton hotels. Exhibits were in the N.Y. Coliseum. The overall attendance was 35,085 with 304 exhibits. Both were record-breaking figures. The breakdown by professional affiliation is not available at the time of this writing.

Technical Program

The SLA Technical Session on "Enhancing Library Systems through Computer Technology" was designed to attract both librarians and members of the computer hardware/software community.

Speakers were selected because of their diverse backgrounds in librarianship, information science, social and physical sciences, as well as their familiarity with computer technology. The program format consisted of a 1½ hour session. Two formal papers were presented and each was followed by one discussant. Copies of these two papers appear in the NCC Proceedings.

The session was held on Monday afternoon from 2:00–4:30. This time slot was requested because past experience had indicated that better attendance can be expected when the program appears early in the week. Average attendance throughout the session was about 104 people. This is considered to be quite high. It is assumed that some of the potential New York audience was drawn away to attend SLA's own Annual Conference held during the same week.

To determine audience fields of interest, a show of hands revealed that approximately 50% were librarians. The various affiliations of the rest of the audience were not measured.

The content and presentation of all the speakers were intelligent, provocative, and well prepared. Judging from the lively audience participation, the high average attendance and favorable comments received afterwards, it is clear that the meeting can be evaluated as a success in interfacing librarians with their colleagues in computer fields.

Publicity

With the full cooperation of SLA Headquarters staff, publicity was primarily accomplished from their office. (No separate budget request was submitted for Board approval.)

At the earliest possible time (December), information on the program plans was sent to Janet Bailey, Editor of *Special Libraries*. Announcements about the meeting appeared twice in *Special Libraries:* first, in the "Coming Events" section, and later, a more complete summary of the program was published in the March issue.

Arrangements were also made to have a one-page "flyer" prepared at the New York Office. This was distributed in April to SLA Chapter members in New York, New Jersey, Boston, and Philadelphia.

Counter Space for Constituent Societies

Information booth space was provided on the 3rd floor of the Exhibits Hall in the Coliseum. The location was obscure and did not lend itself to attracting attendees. A full assortment of SLA publications and brochures were furnished by SLA for the booth. Members of the New York Chapter were scheduled by Claire Lambkin to man the booth throughout the week.

Exhibitor registration cards (5) were received from AFIPS Headquarters prior to the meeting. In spite of this, there was some confusion in obtaining exhibitor badges at the meeting because SLA had not been included in the list of exhibitors at the registration desk. To avoid this problem, it is suggested that advance confirmation be made with the AFIPS Exhibits Coordinator.

In general, the constituent society counter space area was very quiet throughout the week. Most people who came by were students or faculty on their way to the Student Exhibit area, which was located nearby.

General Observations/Comments

As part of the SLA Technical Session, an invitation was extended to attendees to visit the booth and learn more about SLA. As a direct result, one person actually found his way there, and signed up as a member, that same afternoon. Perhaps some consideration should be given to having a few SLA people at the session location. They would be readily available to provide information/membership brochures to those who had attended the SLA sponsored session. It would seem that this audience potentially would have a great deal of interest in SLA.

The speakers were all chosen from the local area. This avoided any problems associated with travel and hotel accommodations. AFIPS allowed for one complimentary breakfast or luncheon for session participants. This is a convenient way to arrange an informal gathering prior to the program.

The information booth cannot be evaluated as highly successful in bringing visibility to SLA. However, there may be very little one can do since the space is provided at no cost. It is important to begin planning early, and to obtain a schedule of deadlines from the AFIPS planning committee, as well as the SLA New York Office for publication and printing lead times.

In conclusion, participation of SLA in the National Computer Conference can be judged a worthwhile and successful venture. Bringing together the interests and expertise of librarians and computer specialists will lead the way to mutual benefits in the future through a better understanding of how present technology can/should be developed.

CAROL A. JOHNSON

American Library Association Library Administration Division, Library Organization and Management Section, Statistics Coordinating Committee

No report received.

American Libraries Association, Reference and Adult Services Division Interlibrary Loan Committee

A major concern of the committee this year was the impact of library networks on the accessibility of library materials to the individual user. As bibliographic systems become more sophisticated, the existence of a publication is more easily established; but access to the publication, especially when another network is involved can be a problem. Representatives to the committee from the Association of Research Libraries and the Medical Library Association as well as a staff member from the National Library of Medicine and Lawrence Livingston of the Council on Library Resources discussed various aspects of inter-network relationships. The committee plans to draft a statement on the development of protocols to govern relations between networks. Naturally these must cover various types of libraries and of networks—special, state agencies, geographic, etc. They must also cover various types of communications from mail to computer-based systems.

The possibility of having representatives from the ALA Committee to pertinent SLA and Medical Library Association committees was discussed.

Many other matters were considered, among them the following: CONSER and the provision for including holdings information in the records; the OCLC interlibrary loan module; charging for interlibrary loan (although ARL is not currently pursuing the policy recommended in one of their studies, some libraries are continuing to charge); implications of decreasing federal support for the Regional Medical Library Program particularly for non-medical libraries; the cooperative arrangement between the Center for Research Libraries and the British Lending Library Division; and, of course, the serious implications of the copyright legislation pending early in 1976.

ELIZABETH MCELROY

American National Standards Institute Sectional Committee on Library Work and Documentation (Z-39)

Votes have been cast as follows on behalf of the Association during 1975/76:

1) Proposed American National Standard for Bibliographic References—No, changed to Yes following revision of this proposed standard;
2) System for the Transliteration of Slavic Cyrillic Characters—Yes;
3) Book Order Form—Yes, with suggested changes;
4) Format for Scientific and Technical Translations—Yes;
5) Compiling Book Publishing Statistics—Yes.

Since obviously no person can be an expert in all these areas, I consulted appropriate persons such as, for example, Fred Baum of SLA staff and the 3M libraries central processing staff on the Book Order Form. However, to more fairly represent the Association and to broaden the perspective of the Representative, I plan to submit all ballots to the members of the SLA Standards Committee for review in 1976/77.

ZOE L. COSGROVE

American National Standards Institute Sectional Committee on Photographic Reproduction of Documents (PH5)

The Standards Board of the National Micrographics Association has been involved in discussions relating to the Technician Certification Program, COM software standards and industry surveys to gather data for standards work.

The NMA is responsible through the work of its Committees for originating industry standards on micrographics. Proposed standards are then presented to the members of Committee PH5 for discussion and ballot and then to ANSI for approval as an American Standard. This year the Department of Defense adopted seven NMA standards for use in the microfilm program within the various agencies of the Department. Those concerned with DOD activities can order these from the U.S. Navy Publications and Forms Center in Philadelphia.

Some of the new work undertaken by NMA Committees during this year includes the following:

COM Quality Committee is concerned with quality in multiple generations.

Equipment Committee completed work on a revision of ANSI PH5.1 on Microform Readers and ANSI PH5.10 on Screen Luminescence.

Microfacsimile Committee has been concerned with testing various parameters of microfacsimile systems.

Microfiche Cartridge Standards Committee is exploring the need for a standard and has prepared two questionnaires for this purpose.

Microfiche Documents Committee has formed a Subcommittee to prepare a draft standard on a color microfiche.

Newspaper Standards Committee is concerned with an ISO Standard on Newspaper Clippings.

Preparation of Documents Committee is discussing the preparation of typewritten material for microfilming and the forms used for microfilming.

Public Records and Archives Committee has just completed Recommended Practice for Identification of Microforms.

An outstanding achievement by the 16mm Container Standards Task Group under the direction of L. G. Volkheimer, Department of Defense received the Special Award at the annual conference of the National Micrographics Association. This standardization of configurations for 16mm cassettes will result in greater cost savings to users. It is ANSI Standard PH5.22–1975 available from NMA, Silver Spring, Md., at $3.00 to members and $4.00 to nonmembers.

LORETTA J. KIERSKY

American National Standards Institute Sectional Committee on Standardization of Library Supplies and Equipment (Z-85)

There was no meeting of the Committee this year, and no other activity to report.

DON T. HO

American Society for Information Science

This year was the first in which a new plan was put into effect for the planning and supervising of the sessions sponsored by SLA and ASIS at each other's annual meeting. The plan, approved by the SLA Board and the ASIS Council, called for the appointment of a local member of the sponsoring organization to be responsible for the organizing and carrying out of the session at the conference held in the appointee's home area.

Mary Sexton of the SLA Boston Chapter served ably in carrying out the plans and operation of the SLA Session on networking at the ASIS annual conference in Boston in October of 1975. The ASIS Representative to SLA, Marguerite Soroka, has made a similar arrangement with Rowena Swanson to look after the plans for the ASIS session at the SLA Denver Conference. It is hoped that having a person in the local area of a conference to be in charge of the exchange session will be an improvement over previous methods.

Within SLA the main area for cooperation with ASIS continues to be in certain SLA chapters, following the pattern of previous years. Projects this year varied from the publishing of joint Chapter bulletins (Cleveland and Minnesota Chapters) to all-day joint seminars. Topics for such meetings, as well as for shorter programs, included legal aspects of information, the outlook for future information systems, the criminal justice sector in relation to information systems, new technological developments, and the commercial aspects of information. A session on tips for students looking for jobs was the subject of another program. In general these joint projects and programs seemed to be quite successful.

ELLIS MOUNT

Association of Research Libraries

The topic of the fall meeting of ARL on Oct 15–16, 1975, was "The Library of Congress as the National Bibliographic Center."

ARL announced the selection of John G. Lorenz, Deputy Librarian of Congress, as Executive Director, replacing John P. McDonald, effective in May 1976.

The topic of the spring meeting of May 6–7, 1976, in Seattle is "Research Libraries and Cooperative Systems," dealing with networks.

J. M. DAGNESE

Canadian Library Association

No report received.

Catholic Library Association

The Catholic Library Association held its annual meeting in Chicago at the Pick Congress Hotel, Apr 19–22, 1976. A Librarian/Educator Interpendence Seminar was held to explore the interdependence that should exist between the teachers and librarian, librarian and librarian, publishers, manufacturers, producers, etc., who all influence the media of educational technology as they are used in the educational setting.

Also, a seminar was held simultaneously on Academic Library Fiscal Management which was addressed to three areas in the small academic library which are identified as basic financial problems: serials, cataloging, and staffing.

Some of the topics discussed in section meetings were: How To Prepare Inexpensive Audiovisual Materials for Religious Education; Book Publishing Today—Its Problems and How Librarians Can Cope; The Bible in the Setting of the Ancient Near East and the Twentieth Century; Budget Planning; Communication: Efficient or Effective; New Directions in Librarian Education; Philosophy of Health Sciences Library Management; Media Power and Teacher Liberation; and The National Commission on Libraries and Information Science and Its Effect on Librarianship.

The following awards were given: a Certificate of Merit to Lillian L. Shapiro, school library consultant, author, and librarian educator; the Regina Medal to Virginia Haviland for her continued distinguished contribution to children's literature; World Book—Childcraft Awards to four librarians interested in gaining additional proficiency in library programs; the Reverend Andrew L. Bouwhuis Memorial Scholarship in library science to Marianne Howald who will attend Case Western Reserve University.

The Association is currently conducting an assessment of its members to determine continuation of education needs and the possibility of regional workshops.

MARY-JO DI MUCCIO

CLENE (Continuing Library Education Network and Exchange)

CLENE was officially started in July 1975 with the financial support of ten states and with a grant from the U.S. Office of Education. Special Libraries Association was among the first organizations to join. The SLA Representative was appointed to the *ad hoc* Board of Directors for 1975–1976. The next Board will be elected by the members in July 1976.

In addition to the CLENExchange, a quarterly publication, a directory of "Continuing Education Courses and Programs for Library, Information, and Media Personnel," was published. Number 2 of a series of concept papers, "A Guide for Planning and Teaching Continuing Education Courses," was released for sale with discounts for members.

The First Annual CLENE Assembly was held in Chicago in January 1976 with the SLA representative serving as discussion leader of one of the sessions. Many ideas were received and most of those relating to the Assembly have been incorporated into the Second Assembly scheduled for July 1976. It was not feasible in January to implement the suggestion that CLENE should be held at a different time and place from that planned by ALA. However, the Second CLENE Assembly will *preceed* ALA rather than follow it.

Several large grants have been applied for by the CLENE staff for a number of projects selected from those that were recommended by members.

An article on CLENE was published in the April 1976 issue of *Special Libraries* which gives, in greater detail, philosophy and development of CLENE.

PAULINE M. VAILLANCOURT

CONSER Advisory Committee

No report received.

Council of National Library Associations

No report received.

Documentation Abstracts, Inc.

The Representative's report to the Board in Oct 1975 concerned submission of a proposal by ASIS to take over some aspects of the operations of *Information Science Abstracts* (ISA). This proposal is probably not going to be acted upon because of the financial situation existing at ASIS and the curtailment of their own publications program. A decision has been tabled by the DA Board in the light of the present ASIS situation.

Several proposals and activities have been under consideration such as interaction with the Forest Service for advancement of technology in the production of ISA; and at this writing, activity has

been generated with NSF to enter into assistance to enable ISA to pursue the effort to cut expenses of production and advance technological skills and capabilities.

New developments include exploration by the ISA Editor, Dr. Ben-Ami Lipitz, in conjunction with *Chemical Abstracts*, to embark upon new methods of composition of the journal with the assistance of the systems used at *Chemical Abstracts*.

ALBERTA D. BERTON

Federal Library Committee

No report received.

Federal Statistics Users' Conference

The Federal Statistics Users' Conference is an organization designed to assist the users of the statistical output of the Federal Government by: 1) informing them, through its monthly *FSUC Newsletter*, of new publications, programs, and legislation bearing on the production and distribution of statistical information by the Government; 2) holding conferences on subjects of interest to particular groups of statistics users; 3) providing a forum for users to express their needs vis-a-vis government statistics.

During the year June 1975–June 1976, the FSUC held the following conferences:

Fourth Conference on Local Area Information for Socioeconomic Analysis (Jun 25–26, 1975). The focus was on the development of estimates and projections of small area data on such topics as population, income, unemployment, and health, for use in computing revenue-sharing apportionments, product markets, etc.

Conference on the Sources and Uses of Energy Statistics (Oct 15, 1975). Speakers included officials from the Federal Energy Administration, Bureau of Mines, and Bureau of the Census, who described federal statistical programs related to the production, supply, and consumption of energy, along with representatives of the energy-related industries, who outlined their statistical needs and discussed the often burdensome task of meeting the reporting requirements of the energy regulatory agencies.

Nineteenth Annual Meeting (Nov 10–11, 1975). The program included forum discussions of the special statistical areas of transportation, demography,

construction and housing, national economic accounts, and the distribution of federal statistics; a panel on information programs related to the environment; a panel on data needs for forecasting; special sessions on the Bureau of Labor Statistics, the Consumer Price Index, Occupational Health and Safety Statistics, Migration Statistics, and more.

During the year, the FSUC published the following special reports:

Special Review of Legislative, Executive, and Other Activities Relating to Federal Statistics (Mar 15, 1976).

Special Legislative Report on the Mid-Decade Census Bill (Apr 22, 1976).

(Memorandum on) *The Creation of New Standard Consolidated Statistical Areas and Establishment of New SMSA's* (Aug 15, 1976).

Survey of User Views on the Timeliness of Federal Statistics: Survey (July 16, 1975); Preliminary report (August 13, 1975); Final report (April 16, 1976).

NANCY CARMICHAEL

International Federation of Library Associations

The International Federation of Library Associations met in Oslo, Norway, Aug 11–16, 1975.

The theme of the 41st meeting was "The Future of International Cooperation" and the sessions took place at the University of Oslo Congress Center, Blindern.

Though I was unable to attend, SLA was represented by its alternate voting delegate, Dr. Frank E. McKenna, who, along with the other U.S. association attendees, contributed substantially and influentially to the deliberations which took place during the meetings.

The conference, limited to 500 participants, was a "working" one in that it dealt exclusively with the proposals for the reorganization of IFLA. Opened officially on Monday, Aug 11, by IFLA President Preben Kirkegaard, Rector of the Royal School of Librarianship in Copenhagen, there were three Plenary Sessions. At Plenary I proposals for the reorganization were presented by President Kirkegaard for discussion. At Plenary Sessions II and III, there were lengthy discussions of the detailed proposal at plenary, section, and division meetings. Discussions, which were inconclusive, centered on the distinction between the direct control of the organization based on a "one country, one vote" concept and professional direction in which all members including institutional members would have a voice.

Based on the discussions and suggestions made, the Executive Board will prepare documents for consideration and action by voting delegates at the 42nd General Council Meeting to be held in Lausanne, Switzerland, Aug 22–28, 1976. The theme of the meeting will be "The Implementation of the IFLA Medium Term Program, 1976–80."

VIVIAN D. HEWITT

Library Binding Institute

The SLA Representative to the Library Binding Institute met with Dudley A. Weiss, Executive Director of the Library Binding Institute, on Nov 3, 1975, and areas of possible cooperation were explored, particularly the sponsoring of a Workshop on Library Bindings by the Library Binding Institute in conjunction with the Boston SLA Chapter.

The SLA Representative was further informed that an updated version of the film "The Art that Binds" should be released soon.

JOSEPHINE RISS FANG

Medical Library Association

The annual meeting of the Medical Library Association, held in Cleveland, Ohio, May 31–Jun 5, 1975, had as its theme "Operational Library Dynamics—Technology '75." Among the topics covered were the state of the art in library automation, hospital librarianship, including a discussion of the rapid growth of hospital library consortia, and other programs aimed at the sharing of library resources and services. Continuing education courses attracted a record number of registrants with 860 persons enrolled as compared with the previous high of 728 set during the 1974 annual meeting.

Throughout the year SLA, MLA, and other library associations cooperated in efforts to effect changes in the pending copyright legislation. These efforts resulted in the constructive amendments to Section 108 of S.22 recently reported to the SLA membership by the Executive Director.

The undersigned has been asked by the President of MLA to serve a dual role during the coming year by acting as MLA Representative to SLA as well as SLA Representative to MLA.

MIRIAM H. LIBBEY

Music Library Association

The Music Library Association did not hold a summer meeting of its own in 1975, but provided a session for the International Association of Music Libraries meeting in Montreal in August.

I had urged the Music LA's Committee on Goals and Objectives, as I had suggested to Music LA officers from time to time, to consider the matter of holding open Board meetings. In its final report, the Committee recommended open Board meetings and that the minutes of all Board and business meetings, along with annual committee reports, be distributed to all members rather than to just those attending the semi-annual meetings. At a session in Seattle devoted to consideration of the Committee's report, I spoke on behalf of both points. In reply to questions, I explained how SLA's Board goes into executive session and how reports are published in *Special Libraries*. Later I supplied Music LA's President with

a set of the meeting notice and agenda for an SLA meeting and, at my request, the Association sent her a copy of the issue of *Special Libraries* containing annual reports. The Board meetings at Music LA's conference in Chicago Jul 20–23 will, I am happy to report, be open.

The Goals and Objectives Committee's report recommended reorganization of Music LA's central office and the hiring of a full-time, professional Executive Director. The committee responsible for writing a job description for the post had talked with the American Anthropological Association which provides various services for a dozen other associations and was considering recommending that the Music LA office be shifted from Ann Arbor to New York. I suggested that the dialog which had taken place between Music LA and SLA about sharing building space before Music LA decided to move its office to Ann Arbor be resumed and that the possibility of contracting with SLA for accounting, editing, publishing, mailing, etc., services be investigated.

In April, Music LA's President, Clara Steuermann, Archivist of The Arnold Schoenberg Archive at California State University at Los Angeles, visited SLA Headquarters and talked with Dr. McKenna. She reports that the Music LA Board may wish to investigate the possibility of assistance from SLA.

An inquiry received from a Music LA Board member about SLA's practices on consultation services was passed along to the Chairman of SLA's Consultation Services Committee who responded to the request.

I am co-chairman for the program for Music LA's Chicago meeting and continue to serve as Music LA's Representative to SLA.

FORREST ALTER

National Micrographics Association

The National Micrographics Association celebrated a Silver Anniversary at its 25th Annual Conference held in Chicago this year. For the world of microfilm, this "greatest show on earth" offered 185 speakers at various technical sessions and 115 exhibitors. The NMA again offered its popular preconference tutorials on "Fundamentals of Micrographics" and "Basic Data Processing."

An interesting historical exhibit showed equipment and other products that had been displayed 25 years ago at the first annual meeting. The comparison of old and new technologies was apparent, especially with the increased number of new readers available for viewing computer-output microfilm (COM).

The theme of one session "Micrographics '76 and the Future" included four papers on "Rapid Access Microfilm Image Production" by J. S. Courtney-Pratt, Bell Telephone Laboratories; "Electronic Microimaging" by J. L. Simonds, Eastman Kodak; "Fifty-two Million Documents—Acres and Acres of Files" by Col. L. S. Lee, U.S. Army; "Microfilm and the Right to Privacy" by T. M. Susman, U.S. Senate. Here again progress in 25 years was apparent.

The Association's Pioneer Medal was given to Dr. C. Botkin for two important contributions. One was the research and development of the first commercial diazo products in this country while he was with the GAF Ozalid Division in the 1940's. The other was supervising the research and development of the first commercial direct electrostatic enlarger-printer while he was with Charles Bruning Company during the period 1953–1960. This work led to the Copytron 1000 and is basic to many reader-printers and enlarger-printers available today.

The Association's Special Award was presented to L. G. Volkheimer for his outstanding work in directing the 16mm Container Standards Task Group in resolving many problems that resulted in standardizing the container configurations for the cartridge and cassette used to house the 16mm roll microfilm. Until now the lack of standards has restricted interchange-ability of various products. This achievement is highly regarded by members of the industry and by members of ANSI PH5 Committee on Photographic Reproduction of Documents. It means costs savings for users.

The Association has been concerned with the certification of technicians for sometime and a draft of this program awaits Board action. Certification would benefit the user by insuring good quality camera and processing work.

The Publications Committee has developed a program for publishing information in a consumer series and also for making audio/visual presentations available. One of the latest presentations in the A/V series will be on COM. Recently the annual Buyer's Guide has been made available free to anyone who requests it. The Guide lists micrographic products and services, giving company names and locations and includes a geographic listing.

Two areas of intense interest this past year have been the computer output microfilming, COM as it is generally called, and micropublishing which includes microrepublishing and microprinting. Recently higher grades of film, better processing, capability of producing fiche and improved readers and COM units with more choice available have made COM more attractive to potential users. However, only by understanding the requirements of your application and the capability of COM can you develop a successful system.

Your Representative will be glad to receive comments and suggestions from the members on any aspect of micrographics.

LORETTA J. KIERSKY

President's Committee on Employment of the Handicapped Library Committee

The Library Sub-Committee of the President's Committee met in San Francisco in June 1975 at

ALA, again in January 1976 at ALA Mid-Winter, in April 1976 at the annual meeting of the full President's Committee in Washington, D.C., and will meet again in Chicago at ALA in July.

Developments in the Library Sub-Committee 1975–76 are summarized here.

1. The job questionnaire surveying libraries as employers was completed, and distributed. (Special libraries were not covered in the survey due to deadlines of Library Sub-Committee staff and access to Bowker data base on libraries.)

2. Continued progress is reported in encouraging book publishers to include handicapped people in illustrations and story content. Adult non-fiction, juvenile books, and trade books are examples.

3. There has been continued emphasis by the Library Sub-Committee on the role of libraries in affirmative action as spelled out in Section 503 of the Vocational Rehabilitation Act of 1973 (PL 93-112).

Libraries as employers, librarians as intermediaries who supply information to their management, and users who, institutionalized or not, need library services of all kinds, are involved in some way with the complex aspects of this law (PL 93-112). Enforcement of the law is solely by the Department of Labor. However, it is admitted that their efforts do not even touch the corporations and businesses that are affected.

Affirmative action is not popular with many institutions but as testimony has come back from the library job survey it has been shown that libraries, as employers, have to restructure their total environment to help one or two handicapped workers get settled on a job.

4. The Library Sub-Committee was informed of last year's discussion by the SLA Board of our concerns and noted with pleasure the broadening of SLA's Anti-Discrimination Policy to exclude discrimination against physical disability.

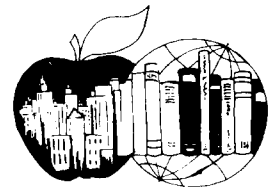
The greatest efforts and interest of the Library Sub-Committee are now directed toward the planned White House Conference on Handicapped Individuals. The conference will be held in Washington, D.C., May 25–29, 1977, at the Washington Hilton.

Our major concern as a Library Sub-Committee both in the President's Committee and in the White House Conference pre-planning is that no librarians were appointed to major advisory committees on the national level and, we fear, on the state levels. Therefore, library services to the disabled, although existing now, may not get proper attention in requests for funding and wider promotion.

We also noted in our Washington meeting (Apr 28, 1976) that the primary need of the national library community, as far as the professionals and users are concerned, is for a national network and center. This network would include the literature of rehabilitation and would be similar to MEDLINE or ERIC.

This need has to be brought before the planners of the White House Conference to be considered as a recommendation to the President from the White House Conference.

All interested library organizations are asked to sponsor such a resolution and forward it to Jack Smith, Director, White House Conference, 1832 M St. N.W., Suite 801, Wash., D.C. 20036; also a



carbon copy should be sent to the Library Sub-Committee liaison, Larry K. Volin, President's Committee, 1111 20th St., N.W., Wash., D.C. 20036

WILLIAM B. SAUNDERS

Theatre Library Association

During the year, there appeared the first two volumes of the Theatre Library Association's new publication, *Performing Arts Resources,* replacing the earlier TLA-sponsored publication, *Theatre Documentation. PAR* is an annual publication which describes public and private collections in all fields of performing arts except dance and music. The Association's quarterly newsletter, *Broadside,* is also sent to members.

The summer meeting of the TLA was held on July 3, 1975, at San Francisco in conjunction with the annual American Library Association conference. The program included morning tours of the Paramount Theatre in Oakland and the War Memorial Opera House in San Francisco. The afternoon was devoted to a panel discussion of theatre collections in the Bay Area and the general theatrical scene in San Francisco. As always, the meeting was open to the public.

The annual business meeting took place in New York on November 7, 1975.

The 1975 George Freedley Memorial Award for an outstanding book on theatre was given to *Stage Design: Four Centuries of Scenic Invention,* by Donald Oenslager. The 1975 Theatre Library Association Award for a work on recorded performance was presented to *Movie-Made America: A Social History of American Movies,* by Robert Sklar. The Awards ceremony took place at the Gotham Book Mart Gallery, New York, on May 17, 1976.

The 1976 summer meeting is scheduled for July 22 in Chicago, again in conjunction with the ALA conference.

DOROTHY L. SWERDLOVE

United Nations Non-Governmental Organization Observer

Notices of briefings as well as transcripts of these briefings have been received as in the past, and many of them have been forwarded to the Association. The briefings have again been varied, and as usual cover the whole range of activities of the UN.

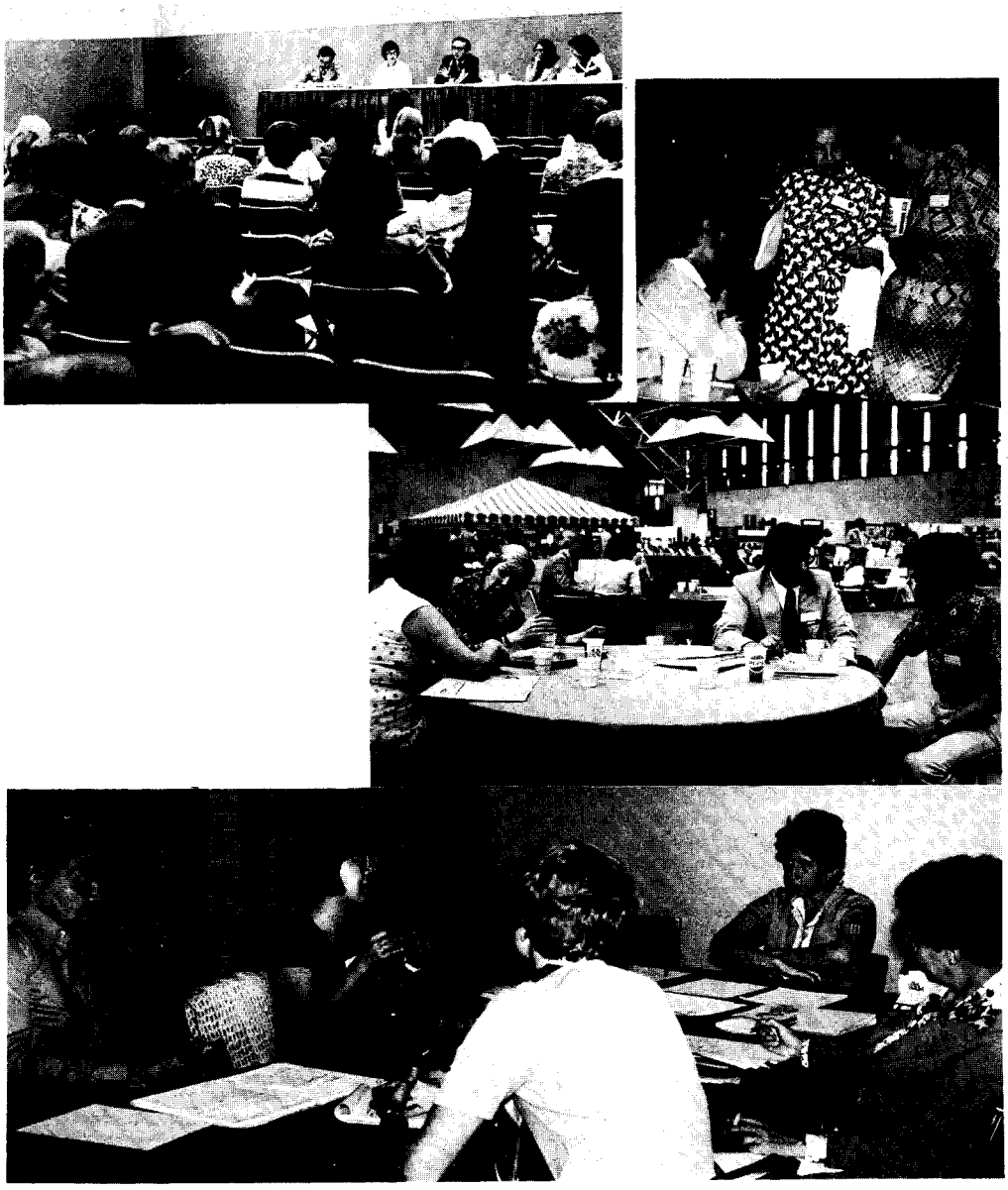
The Habitat Conference received a great deal of attention and so did the creation of a new specialized agency, the International Fund for Agricultural

Development. Other subjects were food and weather, population and development, including women in development and other conferences such as the Law of the Sea Conference, and the World Employment Conference.

The Annual OPI/NGO Conference on the theme "Save Our Planet; What Role Should the United Nations and Non-Governmental Organizations Play?" was held on 4 and 5 March. It was divided into 3 sections: How Can We Achieve Disarmament? How Can We Safeguard the Environment? How Is the Concept of Development Changing?

ALICE E. PLOWITZ

And the meetings went on—formally and informally.



Research Interests of Special Libraries

The SLA Research Grants-in-Aid Fund was established in June 1973 to support small research projects, in whole or in part, in special librarianship and its related techniques. The Fund is administered by the SLA Research Committee which judges proposals for grant money, considering such factors as the nature of the project, its potential for furthering SLA objectives, the quality of the research design, and qualifications of the applicant. The Fund has been publicized widely in library and information science journals. Contrary to what was expected, a relatively small number of proposals has been received.

In an effort to encourage worthwhile research projects, the Committee sponsored a program at the 1975 SLA Annual Conference in Chicago to elicit ideas for needed research and to give some practical suggestions for proposal writing.

Since it is usually difficult to get participants to exchange ideas in a large group, the Committee decided to use the Idea Forum. Participants were divided into small groups, each with a moderator. In an Idea Forum each member of the group presents suggestions and the moderator summarizes the ideas for the total group.

Moderators for the SLA Idea Froum included Joseph Dagnese (Director of Libraries and Audio Visual Center, Purdue University); Robert Havlik (Director of Technical Services, Notre Dame University); Beryl Anderson (Chief, Library Documentation Center, National Library of Canada); Miriam Larson (Associate Professor, Division of Library Science, Wayne State University); Gail Schlachter (Social Science Librarian, California State University at Long Beach); and Richard Smith (President of Wei T'O Associates and former Chairman, SLA Research Committee). Each led a discussion of eight to ten participants.

Because of time constraints, each moderator was allowed only two to three minutes in which to present the ideas of his or her group. For this reason the presentations tended to be listings of general topics on which the group members felt there was need for research with only a minimum of explanation regarding the topics. Moderators did submit their lists to the Research Committee, however, and although they were not in any way uniform and some topics were open to various interpretations, the lists were analyzed to determine the most pressing areas of needed research.

Understandably, the most cited problems were in the area of cost effectiveness—particularly as it related to networking and other cooperative programs and to accountability. Second, and certainly related, was the area of user studies. Almost every group mentioned this either in reference to the use of specialized collections or to methods of access, e.g., user effectiveness of cataloging versus indexing, and especially in reference to the barriers to access. Two groups cited user training. Questions regarding the extent to which user training is valuable and/or feasible and how successful it has been might be raised.

The role of special libraries in networks and other cooperative programs was a recurring topic. What are the barriers? What are the prototypes? How can users be informed?

The age old problem of how to get the library message across to management was mentioned in various ways. Also related to management, one group listed "research patterns of management"—presumably more effective ways to serve management in its own research needs.

Not surprisingly, problems revolving around indexing and classification schemes were cited. Likewise, problems of microform technology and, more specifically, microform centers, came up for discussion.

Perhaps the frustration of many special librarians in being unable to catalog and/or index adequately the plethora of materials acquired was responsible for recommendations regarding publication of reports and journal articles. One group suggested the "design of self-controlled constraints on publications."

Three of the groups discussed problems of library education. The most pressing concerns

here were those relating to the curriculum and its implications for special libraries and to needs of special librarians in continuing education.

One group apparently felt that sexism exists in special libraries. It recommended research which would lead to a program for assisting women to achieve equal opportunities.

Last, problems relating to computer technology, particularly those of on-line systems, were discussed.

The topics which came from the groups, at least in the forms listed, might themselves raise some questions. One might ask, for example, how aware are librarians of the research that has been done. Some of the topics have been researched, but the results of the research may not be easily accessible and may not always reach the practicing librarian. Perhaps some of our efforts should go toward investigating ways of making more accessible research of interest to special librarians.

Another question that might be asked is, to what extent are these topics, as stated, research? Some, for example, were listed as "guidelines" or "standard for." Most likely participants were expressing their needs and concerns without any particular reference to research. In planning the session, however, the Committee was particularly interested in determining research needs and not simply projects. What constitutes research has been a question that has plagued the Committee from the beginning since it must make judgments about the quality of a proposal as research. The guidelines purposely did not spell out very carefully what types of projects would be funded so as to allow for a broad range of proposals, but if received a number which did not seem to fit even the most liberal interpretation of research. The compiling of bibliographies or lists, for example, however useful and necessary, is not really research. While "research" may be elusive of specific definition, there are certain factors that seem to be part of the process of both basic or pragmatic research. Leedy gives a good summary of this process in explaining that research is circular:

"The research cycle begins simply: a questioning mind is confronted by a perplexing situation. To see his target clearly, the researcher isolates the central problem for research. This central problem is then further divided into subproblems, each of which is an integral part of the larger whole, and all of which collectively comprise the principal research problem. What we have been calling the environment out of which the researchable problem arises is more appropriately called the research universe, and it is potentially fact-laden. The researcher seeks from within the universe for those particular facts which seem to be pertinent to the solution of the problem and its attendant subproblems. His search is facilitated by the construction of tentative hypotheses. They point in the direction of relevant facts. The collected facts are then organized, analyzed, and interpreted for the purpose of discovering what the facts mean. Such discovery aids, in turn, in solving the problem; and this, then, satisfies the question which gave rise to the research originally. Thus, the cycle is completed"*.

SLA is anxious to fund research, in whole or in part, of the type described above, and many of the areas suggested at the Research Committee meeting should lend themselves to this type of investigation.

Lucille Whalen
State University of New York / Albany
Albany, N.Y.

*Leedy, Paul D. / *Practical Research: Planning and Design.* New York, Macmillan, 1974, p.7.

Plenum Publishing Corporation Award

The first annual Plenum Publishing Corporation Award will be presented at the SLA New York Conference in June 1977. The president of Plenum, Earl Coleman, suggested the establishment of this award, and the SLA Board of Directors approved the concept in January 1976. The award will consist of $1,000 and a certificate. It will be "presented to a member of the Special Libraries Association for an outstanding original paper, not previously published or presented, covering any aspect of special libraries or special librarianship."

Travel costs for the winner to attend the Annual Conference will also be contributed by the Plenum Publishing Corporation. The award will be presented by the President of Special Libraries Association at the Awards Luncheon.

Timetable

The deadline for submission of papers is Feb 15. The winner will then be notified by Apr 15.

Papers should be submitted to the chairman of the Plenum Award Committee, Miriam Tees, The Royal Bank of Canada, P.O. Box 6001, Montreal, P.Q., Canada H3C 3A9.

Guidelines

- Papers may cover any aspect of special libraries or special librarianship.
- Papers should be original, presenting new ideas or concepts.
- The paper must present original work, either based on new work or on the development of new principles.
- Technical style in the presentation will be considered.
- Papers to be presented as Contributed Papers at the Annual Conference following this Call for Papers may, at the same time, be submitted for a Plenum Publishing Corporation Award. (However, papers which had been presented at previous Conferences are not eligible for consideration.)
- The Committee may make any inquiries about the content as necessary, in order to judge the papers submitted and to determine their merits.
- If, in the opinion of the Committee, no paper of quality has been submitted in any year, no award will be made in that year.

IN MEMORIAM

Rocco Crachi died in Denver on June 28. Mr. Crachi suffered an aneurism on June 10 at the Denver Airport as he was leaving the SLA Denver Conference to return to his home in Glendale, California. After a successful operation on June 21, he later suffered a serious heart attack. Although he had not aspired to holding office in the Association, SLA frequently benefitted from his vigorous concerns and imaginative advice. (A more complete "In Memoriam" notice will be published in a later issue.)

ALA Presents Its Centennial Citation to SLA Executive Director

At the opening session of ALA's Centennial Conference on Jul 19 in Chicago, one of ALA's ten Centennial Citations was presented to Dr. Frank E. McKenna. The Citation was presented by ALA President Clara S. Jones.

American Library Association
Presents its
CENTENNIAL CITATION
to
Frank McKenna

In the past century a host of specialized library associations have emerged from the American Library Association. Each one has made its own contributions to the advancement of libraries. None has developed more aggressively or contributed more to the goals of American librarianship than the Special Libraries Association. Successively as President of SLA, Editor of its journal *Special Libraries,* and, since 1970, Executive Director of the Special Libraries Association, Frank McKenna has energetically promoted cooperative efforts between the ALA and the SLA. He has made major contributions to U.S. copyright negotiations, has provided leadership as the senior library association official in this country, and served as a distinguished special librarian.

Frank McKenna entered the field of special librarianship from a career as a research chemist, after his education as a physical chemist. He was appointed to organize the Information Center in a corporate research laboratory in 1953. Under his leadership the Information Center expanded its resources and services and became a model of the SLA motto, "Putting Knowledge to Work."

Frank McKenna brought this same energy and commitment to excellence to the Special Libraries Association. Under his direction the SLA has been revitalized and continues to be the major association for the special librarian. Through teaching and lecturing he is able to share his expertise with librarians both here and abroad. His dry wit has often mitigated the tense atmosphere of conference sessions. His wit is, perhaps, best noted in his description of the ideal characteristics of an information specialist, "Intelligently adventurous but not rash."

Frank McKenna has stated that one of his goals for special libraries is to "recognize and accept the challenge of excellence." This is truly a goal he sets for himself and his profession.

Chicago, July 1976

Clara S. Jones
Acting President

Robert Wedgeworth
Executive Director

WASHINGTON LETTER

National Science Foundation—Information Activities

The National Science Foundation has asked Congress for $6 million during fiscal year 1977 to carry out its Science Information Activities. Within the NSF science information program are four subprograms: information science, access improvement, user requirements, and policy studies and coordination.

For research in information science, NSF requested $1 million. In its budget justification papers, the Foundation said its information science program element is the only one in the nation "concerned expressly with strengthening this new discipline and developing the theoretical bases for radically different science communications systems." In the coming year NSF intends to place increasing emphasis on theoretical research in information science.

In addition, NSF plans to continue support for networking studies emphasizing problems related to document delivery such as those associated with interlibrary loan. It will also continue efforts to improve existing technology, concentrating on the development of systems performance measures and techniques for large file management.

For improved access to scientific information, NSF requested $2 million. Through this program element NSF seeks to make the results of scientific research more accessible and useful to scientists, engineers, planners, managers, and the general public.

The NSF budget request included $1.5 million for the user requirements program element, which is focused on needed improvements and innovations in current scientific and technical information systems from the perspective of users. In this area, NSF will support three sets of studies during FY 1977: evaluations of present user requirements; studies of ways to make services economically self-sufficient; and tests of the impact of new information technologies on users and of the willingness of users to accept major changes in ways in which information is presented. Experiments conducted on a cooperative basis with industrial organizations will seek to demonstrate ways of overcoming barriers to effective use of information within industrial settings.

The final program element within NSF's Science Information Activities is policy studies and coordination, for which $1.5 million has been requested for FY 1977. Emphasis here will be on studies of the economics of information transfer and analyses required for improving coordination among public and private scientific and technical information services. Funds from this program element will also be used for support of U.S. participation in international science information programs.

Both House and Senate have approved the full $6 million budget request for NSF's science information program. NSF's annual appropriation is included in the Department of Housing and Urban Development and Independent Agencies Appropriations Bill (HR 14233), expected to be cleared by Congress in late July.

National Library of Medicine

The National Library of Medicine's full budget request for FY 1977 has been approved by both House and Senate, but is included in the Labor-HEW Appropriations Bill almost surely slated for veto by the President. If the President vetoes the bill as expected, and if Congress successfully musters the necessary two-thirds vote to override the veto, NLM would receive almost $6 million more than last year: $27.234 million for the Library (compared with $22.632 million in FY 1976), and $8 million for the Medical Library Assistance Act (compared with last year's $6.433 million).

Explaining the recommended funding increase, the Senate Appropriations Committee took note of the rapidly rising costs of publications and limited manpower resources

which were "severely straining NLM's ability to maintain basic library services. These same pressures have been operating at medical libraries throughout the nation which results in these libraries requiring more services of the NLM and its sponsored Regional Medical Libraries. Coinciding with these problems, the NLM has not been able to devote adequate fiscal and manpower resources to the Congressional mandate to explore technological advances which have the potential of facilitating better biomedical communications."

The outcome of the Labor-HEW bill should be known late in July or early in August.

Sara Case

COMING EVENTS

Sep 7–10. COMPCON 76, 13th IEEE Computer Society International Conference ... Mayflower Hotel, Washington, D.C. Theme: Innovation and Change in Computer Design.

Sep 16–18. Management by Objectives Workshop ... Arizona Inn, Tucson. Write: Ruth Risebrow, University of Arizona Graduate Library School, 1515 E. First St., Tucson, Ariz. 85719.

Sep 16–18. TEXAS CHAPTER, Special Libraries Association, Fall Quarterly Meeting ... Sheraton-Downtown Hotel, Houston, Texas. Co-sponsor: Texas Chapter, American Society for Information Science. Contact: Mary Kate Akkola, Dallas Times Herald, 1101 Pacific Ave., Dallas, Texas 75202.

Sep 21. Library Personnel Conference ... Iowa Memorial Union, University of Iowa, Iowa City. Topic—Personnel: The Human Resource in Libraries. For information: Ethel Bloesch, School of Library Science, The University of Iowa, 3087 Library, Iowa City, Iowa 52242.

Sep 27–Oct. 1. 38th International Federation for Documentation Conference and Congress ... Mexico City. Theme: Information and Development. contact: FID and CONACYT, Insurgentes Sur 1677, Mexico 20 D.F., Mexico.

Sep 29–Oct 1. Resource Sharing Conference ... William Penn Hotel, Pittsburgh. Sponsor: Graduate School of Library and Information Sciences, University of Pittsburgh. Contact: John Fetterman, LIS Building, University of Pittsburgh, Pa. 15260.

Oct 3–6. Library History Seminar ... Philadelphia. Sponsors: *Journal of Library History;* ALA's Library History Roundtable; and the Graduate School of Library Science, Drexel University. Write: Dr. John Hall, Graduate School of Library Science, Drexel University, Philadelphia, Pa.

Oct 3–9. Library and Archives Conservation, Third Seminar ... North Andover, Mass. Contact: Robert C. Morrison, Jr., New England Document Conservation Center, 800 Massachusetts Ave., North Andover, Mass. 01845.

Oct 6–7. Importance of Scientific and Technical Information, Seminar ... Washington, D.C. Contact: International Council of Scientific Unions/Abstracting Board, 17 rue Mirabeau, 75016 Paris, France.

Oct 7–8. No-Growth Budget: Implications for Academic Libraries, Conference ... Cunningham Memorial Library, Indiana State University. For information: Sul H. Lee, Dean of Library Services, Indiana State University, Terre Haute, Ind. 47809.

Oct 7–9. Midcontinental Regional Medical Library Group, Annual Meeting ... Ramada Inn Central, Omaha, Nebr.

Oct 7–9. Medical Library Association, Joint Meeting of the South Central and Southern Regions ... Sheraton-Bossier Inn, Shreveport, La. Contact: Mayo Drake, L.S.U. School of Medicine, P.O. Box 3932, Shreveport, La. 71130.

Oct 11–14. Instrument Society of America, 1976 International Instrumentation-Automation Conference & Exhibit ... Houston, Texas. Write: Instrument Society of America, Request for ISA-76 Information, 400 Stanwix St., Pittsburgh, Pa. 15222.

Oct 14–17. New York Library Association ... Lake Placid, N.Y.

Oct 15–16. Second Conference on Maps and Map Librarianship . . . Washington, D.C. Sponsor: Geography and Map Group, Washington, D.C. Chapter, Special Libraries Association. Write: Richard W. Stephenson, Reference and Bibliography Section, Geography and Map Division, Library of Congress, Washington, D.C.

Oct 15–17. International Preserved Context Index System Workshop . . . University of Maryland. Sponsor: College of Library and Information Services, University of Maryland. Write: Dr. Hans H. Wellisch, College of Library and Information Services, University of Maryland, College Park, Md. 20742.

Oct 17–20. Colorado Library Association, Annual Convention . . . Colorado Springs.

Oct 17–21. Fifth Annual Federal Interagency Field Librarians' Workshop . . . Ramada Inn, Alexandria, Va. Participation limited to members of the sponsoring agencies. Write: Sarah A. Whalen, Department of the Army, Office of the Chief of Engineers, Washington, D.C. 20314.

Oct 21–22. On-line Information Service for Special Libraries Institute . . . Division of Library Science and Instructional Technology, Southern Connecticut State College, New Haven, Conn. Write: Victor A. Triolo, 437 Buley Library, Southern Connecticut State College, New Haven, Conn. 06515.

Oct 24–29. Effective Use of OCLC, Workshop . . . Kent State University, Kent, Ohio. Contact: A. M. Allison, University Libraries, Kent State University, Kent, Ohio 44242.

Oct 31–Nov 4. American Society for Information Science, 39th Annual Meeting . . . San Francisco. Write: ASIS, 1155 Sixteenth Street, N.W., Suite 210, Washington, D.C. 20036.

Nov 1–12. Introduction to Modern Archives Administration, Institute . . . National Archives Building, Washington, D.C. For information: Department of History, The American University, Massachusetts and Nebraska Avenues, N.W., Washington, D.C. 20016.

Nov 8–9. University of Chicago Graduate Library School, 38th Annual Conference . . . Chicago. Topic: Prospects for Change in Bibliographic Control. Write: Abraham Bookstein, Graduate Library School, University of Chicago, 1100 East 57th St., Chicago, Ill. 60637.

Nov 9–12. European Microfilm Congress . . . Hamburg, Germany.

Nov 10–13. Middle East Librarians Association, Fifth Annual Meeting . . . Hyatt Regency Hotel, Los Angeles, Calif. Write: Janet Heineck, Room 560, University of Chicago Library, Chicago, Ill. 60637.

Nov 11–13. Mountain Plains Library Association and the Southwestern Library Association, Joint Conference . . . Albuquerque, N.M. Theme: "The Net Worth of Networking." Contact: Marion Mitchell, 7371 Paldao Drive, Dallas, Texas 75240.

Nov. 18–20. Virginia Library Association, Annual Conference . . . Hotel Roanoke, Roanoke, Va.

IFLA Program for Regional Development

Under the new Constitution of IFLA which is to be adopted at Lausanne in August 1976, provision is made for a Division for Regional Activities. The function of this Division is to promote and coordinate professional work of particular regional relevance, as well as to promote the objectives of the Federation in particular regions. There will be a Coordinating Board of not less than five persons for this Division, consisting of the Chairman and Secretaries of Sections established in the Division.

In preparation for this regional activity, the IFLA Executive Board in February 1975 established three regional groups for developing countries as follows: Asia, Africa, Latin America and the Caribbean.

In August 1975, the 41st General Council Meeting of the Federation at Oslo endorsed the medium-term programme for 1975–1980 of IFLA which contained various activities of direct interest to developing countries.

At the Executive Board meeting of IFLA held in October 1975, a general plan for the regional groupings of Library Associations in developing countries in Asia, Africa, Latin America and the Caribbean was accepted.

The principles of the regional organization of library associations in developing countries are based on the following:

1) Determination by each regional group of its own composition and programme, in harmony with the general medium-term programme of 1975–1980 established by IFLA.

2) The avoidance of duplication of activities and programme proposals with other agencies within the region, such as FID, ICA, and the International Council of Adult Education. In every case efforts will be made to compliment and coordinate programmes with such agencies, not duplicate them.

3) Alignment within the activities being carried out, and plans being made for the NATIS (National Information System) programme of UNESCO which was established by an intergovernmental conference which met in Paris in September 1974.

4) The coordination of regional library development activities with the various divisions, sections and committees and working groups of IFLA.

At its meeting in Lausanne in April 1976, the Executive Board of IFLA approved a budget of $75,000 for 1976–1977 to aid regional development. Funds in support of this programme have already been received from the Australian National Library and the Canadian International Development Agency.

An active programme of coordination with other international agencies is being undertaken. A meeting in Mexico in October 1976 will be held at the time of the FID World Congress, to discuss the future programme of IFLA sections in Latin America. A meeting of section chairmen was held in Seoul in June 1976, at the time of the IFLA Worldwide Seminar. The General Assembly of FID/CAO, meeting in Bangkok in October 1976 will consider practical steps of cooperation between IFLA and FID in Asia and Oceania.

Each regional sub-group has been requested to propose projects which it feels are of priority needs in the region. These will be considered by the regional chairman for review and submission to the IFLA Executive Board for possible implementation.

Grants and contracts to aid various projects of national library associations have been provided by IFLA in the past three years for purposes of promoting publications and conference organization.

In keeping with the decision to coordinate programs, guidelines for IFLA regional activities will follow, where practical, those guidelines that have already been worked out and accepted by other international bodies.

While each region is different, and the pace of development varies from country to country and region to region, the elements that will be fostered in each region are similar:

- Identifying, and involving in decision-making, leaders in library activities from every country in each region; developing and maintaining an informal network of committed and resourceful leaders who know each other and will work together for regional and international goals;
- Developing an information program based on the languages most widely used in the region, and utilizing programs developed in the region as well as outside;
- Planning and, as soon as possible, establishing schemes for library training so that the leadership in the region will be quickly increased.

Regional Activities Chairmen of IFLA:

Further information about IFLA programs can be secured from the regional chairmen or from IFLA Headquarters at P.O. Box 9128, The Hague, Netherlands.

Africa: A.A. Bousso, Ecole de Bibliothécaires, Archivistes et Documentalistes, Université de Dakar, Boite Postale 3252, Dakar, Senegal.

Latin America: Mtro. Adolfo Rodriquez Gallardo, Director de la Direccion General de Bibliotecas de la U.N.A.M., Ciudad Universitaria, Mexico D.F., Mexico.
Asia: J.S. Soosai, Chairman, c/o Library of the Rubber Research Institute of Malaysia, P.O. Box 150, Kaula Lumpur, Malaysia.

H. C. Campbell
First Vice President
International Federation of Library Associations

In 1977 IFLA will celebrate its 50th anniversary at a World Congress of Librarians from Sep 1–10. The theme of the conference is "Libraries for All: One World of Information, Culture and Learning." For information write: Belgian Organizing Committee IFLA 1977, c/o Congress Centre, Service belge des echanges internationaux, 80–84 rue des Tanneurs, B-1000 Brussels, Belgium.

REVIEWS

Writing Scientific Papers in English: An Else-Ciba Foundation Guide for Authors, by Maeve O'Connor and F. Peter Woodford. Elsevier, Excerpta Medica, North-Holland, 1975. 108p. $8.95.

The most troublesome blocks to the production of good technical papers and reports are conceptual and procedural rather than grammatical. For that reason, the technical man who was born English-speaking will find worthwhile this style guide, written to help researchers whose native language is not English, write technical papers in the world language of science. The authors, who are members of the European Association of Editors of Biological Periodicals, tackle the difficulties of every step of the process of writing technical material from the planning and preparation that occurs before pen touches paper, through the various drafts and revisions, through typing (there is advice for both author and typist), to submission to an editor, and the correcting of final proofs. There is much in this book to help even the experienced writer of technical material, and it is all clearly and sensibly explained.

Paula M. Strain
The MITRE Corporation
McLean, Va.

Strategies for Change in Information Programs, edited by William E. Hug. New York, Bowker, 1974. 373 p. $13.95.

This is the second book I have read recently which has me wondering about the limits of librarianship. Hug, the editor of this book, is the Head of the Department of Educational Media, School of Education at Auburn University, which aligns him more with educators than with librarians. The last chapter in this book is by Hug and titled "Curriculum Renewal: Are We Prepared." The title of this last chapter is indicative of the educational slant of the rest of the book.

Most of the articles included in this book were written by educators, although a few of them were written by librarians. The classic article by McAnally and Downs on "The Changing Role of Directors of University Libraries" is included. However, the articles similar to the one by Gagne entitled "Learning Theory, Education Media and Individualized Instruction" seem to predominate.

There certainly is a close relationship between the library and education. The academic library is intimately linked with the educational institution which it serves. The materials placed in circulation by the library are designed to educate. Librarians, interfacing with their public, are all educators. In addition, library schools are educational institutions in themselves.

However, my own attitude is that I am a librarian primarily and not an educator. There is merit in librarians learning about learning. The book edited by Hug is a good place to become acquainted with the latest trends in what Hug calls library-media-information or what I call the function of learning. Still one should keep in mind that this book does not discuss the more conventional aspects of librarianship such as technical processes, reference or circulation.

Masse Bloomfield
Hughes Aircraft Company
Culver City, Calif. 90230

(76-075) **The Bowker Annual of Library & Book Trade Information, with Cumulative Index 1972–1976.** 21st ed. Miele, Madeline, Roberta Moore and Sarah Prakken, Eds. New York, Bowker, 1976. 653p. $23.50. LC 55-12434 ISBN 0-8352-0845-1 ISSN 0068-0540

(76-076) **Consultants and Consulting Organizations Directory.** 3d ed. Wasserman, Paul and Janet McLean, eds. Detroit, Mich., Gale Research Co., 1976. 1034p. $78.00. LC 76-4853 ISBN 0-8103-0352-3. **New Consultants.** Periodic supplement. 4 issues. $65.00. ISBN 0-8103-0351-5

Main volume lists approximately 385 U.S. and 95 foreign information retrieval consultants, and 85 U.S. and 3 foreign library consultants.

(76-077) **Geography: A Guide to Geographical Publications.** Neal, K. W. Cheshire, England, K. W. Neal, 1976. 24p. 0.60p.

Short introduction to the literature, aimed primarily at British readers.

(76-078) ***Government* Publications: A Guide to Bibliographic Tools.** 4th ed. Palic, Vladimir M. Washington, D.C., Library of Congress, 1975. 441p. $6.70. LC 74-34440 ISBN 0-8444-0154-4

Bibliography.

(76-079) **A Guide to Sources of Educational Information.** Woodbury, Marda. Washington, D.C., Information Resources Press, 1976. 371p. $25.00. LC 75-37116 ISBN 0-87815-015-3

Listing of over 700 published and institutional sources.

(76-080) **Planning Library Workshops and Institutes.** Warnke, Ruth. Chicago, American Library Assn., 1976. 178p. (The Public Library Reporter. No. 17). $6.50. LC 75-43835 ISBN 0-8389-3178-2

Deals with the content and organization of workshops and institutes.

(76-081) **World Guide to Technical Information and Documentation Services.** 2d ed. Paris, Unesco, 1975. 515p. $19.80. ISBN 92-3-001228-9

Includes 476 entries. Distributed by Unipub, Box 433, Murray Hill Station, New York, N.Y. 10016.

(76-082) **Acronyms, Initialisms, & Abbreviations Dictionary.** 5th ed. Crowley,Ellen T., ed. 3 vol. Detroit, Mich., Gale Research Co., c1976. LC 76-10036

Vol. 1: $38.50. ISBN 0-8103-0502-X; Vol. 2: **New Acronyms, Initialisms, and Abbreviations:** 1976 and 1977 Supplements to Vol. 1 of **AIAD.** $35.00. ISBN 0-8103-0501-1; Vol. 3: **Reverse Acronyms, Initialisms, and Abbreviations Dictionary.** $45.00. ISBN 0-8103-0515-1

(76-083) **American Art Directory, 1976.** Jaques Cattell Press. New York, Bowker, c1976. 536p. LC 99-1016 ISBN 0-8352-0858-3 ISSN 0065-6968

Major sections list art organizations and art schools in the U.S., Canada, and abroad.

(76-084) **Education for Publishing: A Survey Report.** Eastman, Ann Heidbreder and Grant Lee. Publishing Division, Special Libraries Assn. and Assn. of American Publishers, Inc., 1976. 86p. $3.00 each (2-10 copies).

Includes a "Directory of Courses in Book Publishing." Order from: Assn. of American Publishers, Inc., One Park Ave., New York, N.Y. 10016.

(76-085) **Published Material as a Reservoir of Information for Today's Manager.** Williams, Joyce R. Port-of-Spain, Trinidad, West Indies, Management Development Centre, 1976. 7p.+

Management Information Seminar, Mar. 26, 1976. Trinidad & Tobago Management Development Centre, Salvatori Bldg., P.O. Box 1301, Port-of-Spain, Trinidad & Tobago, West Indies.

(76-086) **Information for the Community.** Kochen, Manfred and Joseph C. Donohue, eds. Chicago, American Library Assn., 1976. 282p. $10.00. LC 75-40168 ISBN 0-8389-0208-1

This work deals with community information needs and services.

(76-087) **The Use of Computers in Literature Searching and Related Reference Activities in Libraries.** Lancaster, F. Wilfrid, ed. Urbana-Champaign, Ill., University of Illinois, Graduate School of Library Science, c1976. 159p. $8.00. LC 76-1790 ISBN 0-87845-043-2 ISSN 0069-4789

Proceedings of the 1975 Clinic on Library Applications of Data Processing.

(76-088) **Information Systems: Their Interconnection and Compatibility.** Vienna, International Atomic Energy Agency, 1975. 470p. $28.00. ISBN 92-0-070075-6

Proceedings of a symposium held in Varna, Bulgaria, Sep 30–Oct 3, 1974. Available from: Unipub, Box 433, Murray Hill Station, New York, N.Y. 10016.

(76-089) **Copyright-Information Technology—Public Policy: Part II: Public Policies—Information Technology.** Henry, Nicholas. New York, Marcel Dekker, c1976. 166p. $14.50. LC 74-83417 ISBN 0-8247-6406-4

Reviews the copyright revision struggle in its relation to new technologies.

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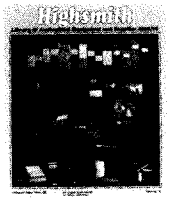

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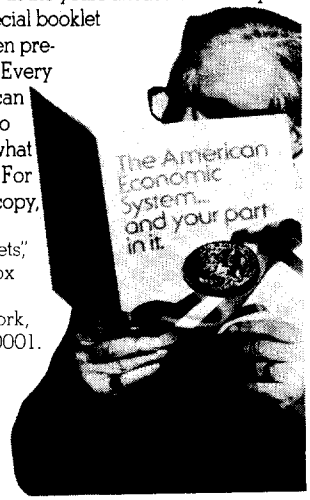

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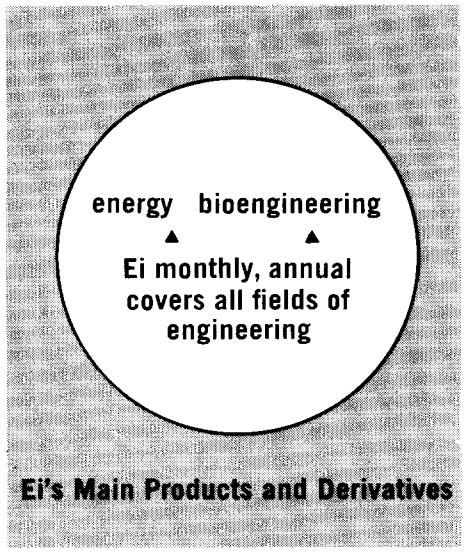

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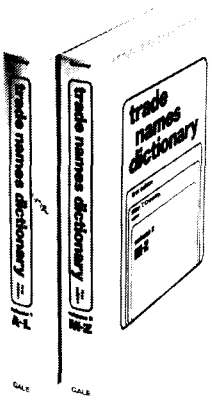

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