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Special Libraries, September 1980

Special Libraries Association

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September 1980, vol. 71, no. 9

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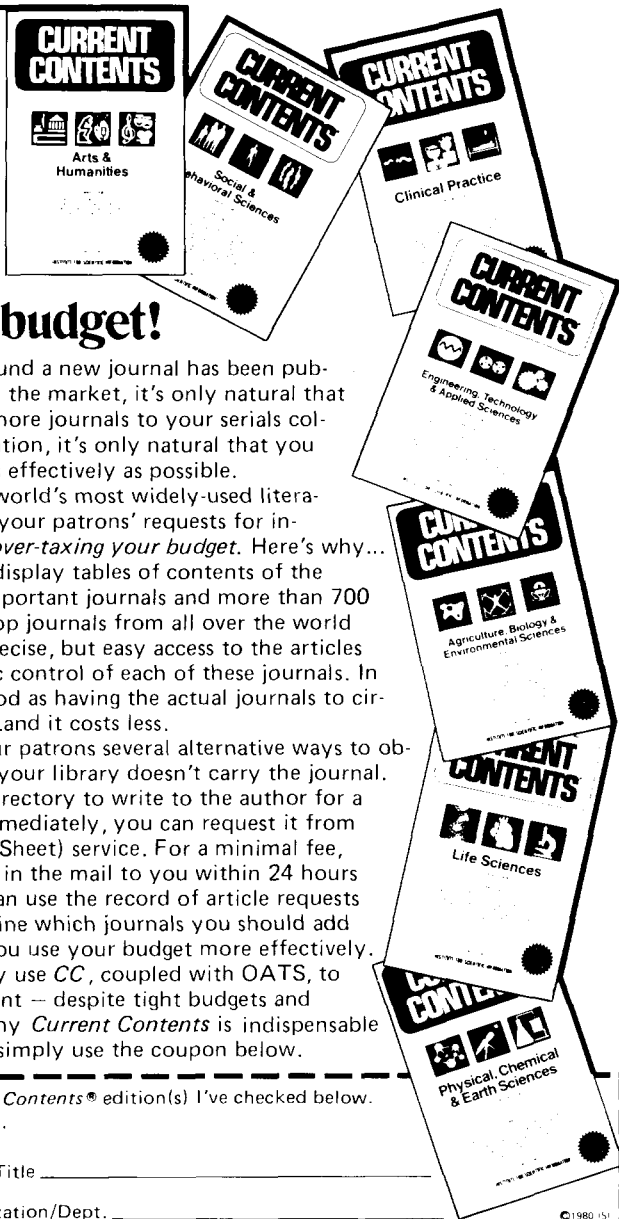
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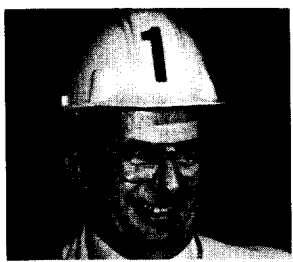


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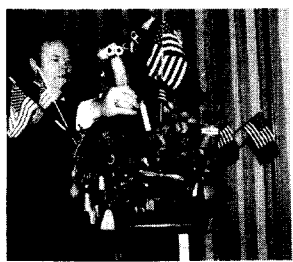
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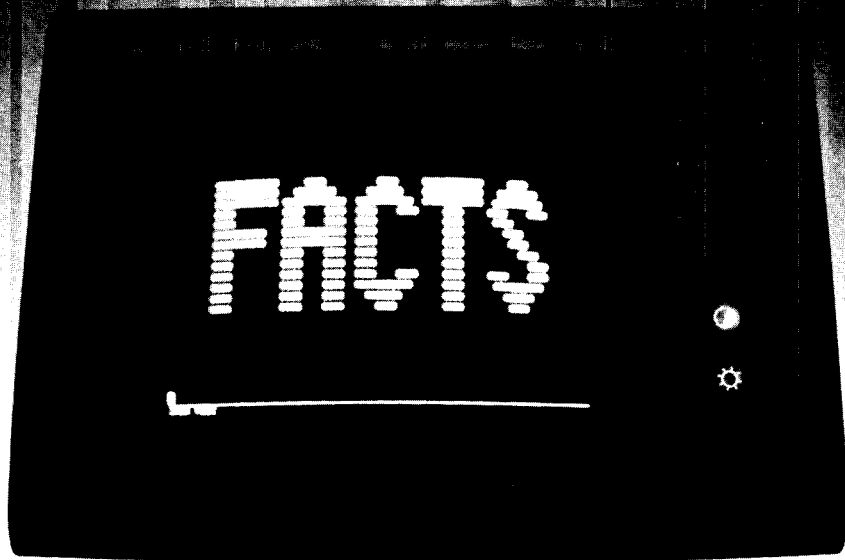
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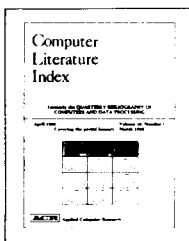
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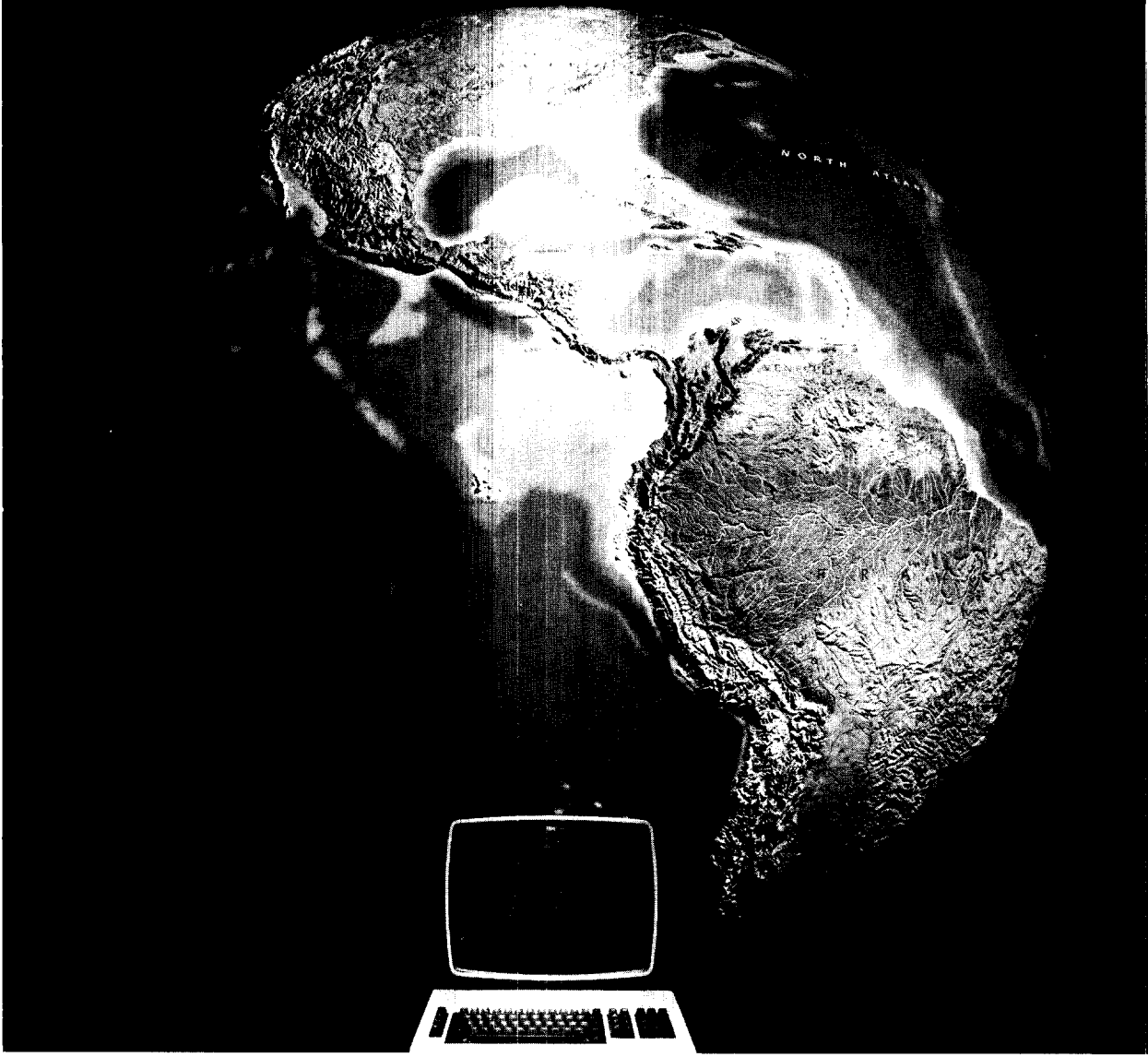
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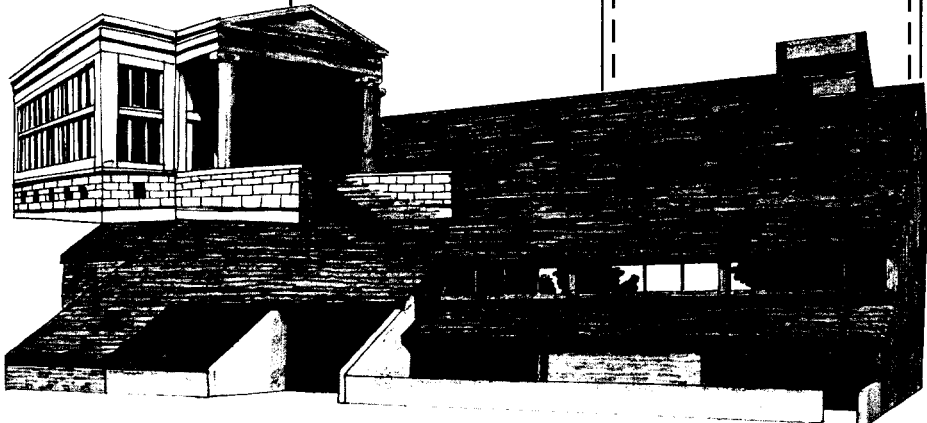
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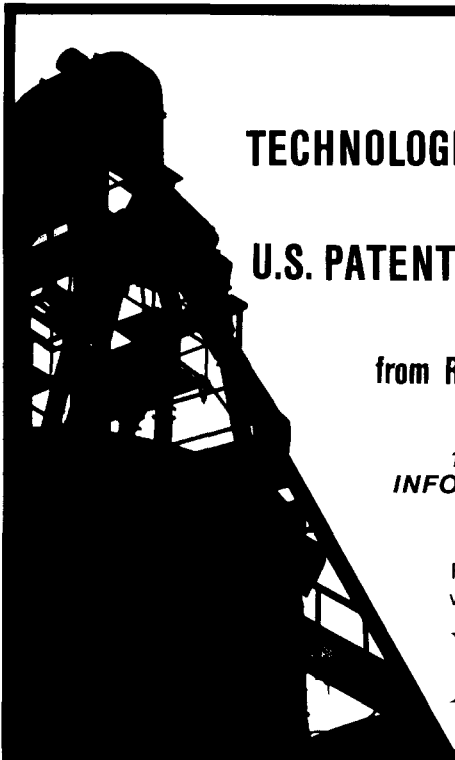
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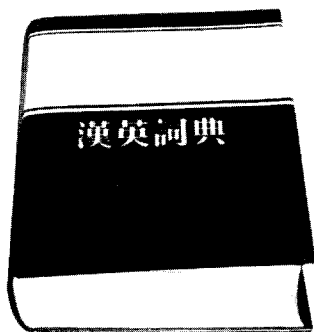
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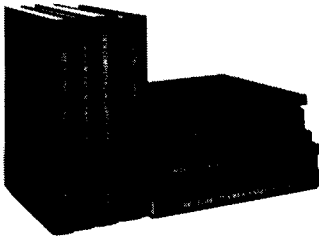
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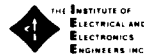
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Is Tension Inevitable Between SLA and Associated Information Managers?

Roberta J. Gardner

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IN THE APRIL 1980 issue of *Special Libraries*, Joseph M. Dagnese wrote, "The Information Industry Association (IIA) is not popular among some librarians these days. The librarians wish that IIA would stop making their lives difficult. IIA wishes librarians would wake up to the realities of profit-based organizations. Each group has difficulty seeing the others' point of view. Their differing positions make them incompatible politically. They have faced off in print and at congressional hearings. Perhaps it is time that the two sides sat down to discuss their differing points of view. Such cooperation could conceivably bring about a spirit of détente."

While Dagnese was referring to the IIA as a trade association, there is even more to that conflict than he mentions. IIA also sponsors a program called Associated Information Managers (AIM) which is the individual membership group for information managers, many of whom do not belong to parent organizations with membership in the IIA. This fairly recent group may be siphoning off interest and dollars from SLA if the tension between the two associations is, in fact, inevitable.

I feel, firmly, that there is ample turf for both groups. In fact, I plan to remain active in both organizations and would like to share my reasons and some background on why and how I've come to this decision.

To go back a number of years, I specifically chose special librarianship as a profession after I had started rearing two daughters, finished my education, and passed my thirtieth birthday. So, I was far from a starry-eyed youth looking to make idealistic commitments. To me special librarianship offered the best channel for my skills with ideas, people, and communication. And I have never for one moment regretted this choice of profession.

However, almost by accident, about three or four years ago I came across a flyer from the IIA which gave the name of a senior executive in my parent organization as its president. Intrigued, I scanned the newsletter and brochure and was hooked on the Information Industry Association and its program, then called Program for Information Managers (PRIM). I explored the PRIM goals, strategies, and activities. While it was obvious that information management was an idea whose time had come,

it was equally obvious that the concept was far from formalized. Information management is *still* not rigorously defined.

There are many acceptable definitions of an information manager. One good one comes from AIM itself: "An information manager 'manages' information by establishing the methods whereby information can be identified and obtained efficiently with no waste or duplication. An information manager may integrate other disciplines in order to accomplish this. It is a matter of process management in order to make sure the asset (information) is used. Information managers supply the staff, the procedure and requirements and the means of controlling the information resource, which should then be considered a valued service and a benefit rather than a cost. Thus an information manager is a manager of information like a treasurer is a manager of money resources."

mation technologies on the one hand, and larger and larger numbers of managers and users unfamiliar with the technologies and their applications, their costs and their values."

Finally, Syracuse University's Graduate School of Information Studies offers this approach to information management: "Information management is a phrase used to define a concern with the design, management, and evaluation of cost effective systems (ie., the appropriate combinations of people, information and technologies) to fulfill the objectives of a particular corporate body (or a group of clients) by providing an efficient flow of information to those who need it when they need it."

Since the experts differ somewhat, it's no wonder that we in the information/library world have more problems with the rhetoric than the delivery of the services. However, the tension that exists in the delineation of librarian-

A woman's choice of roles should not be between homemaker or businesswoman but to have either as an option, or the choice to combine both. . . . The parallel of becoming an information manager while remaining a librarian is equally possible.

Another definition is from an article by Forest Woody Horton, Jr. in the Mar/Apr 1979 issue of *Information Manager*: "Perhaps above all else the information manager is a resource manager. The incumbent's knowledge, skills, training and attitudes should include not only a broad and deep education and exposure to the information sciences and technologies and their application to organizational problems, but managerial, analytical and behavioral training as well to insure that information plans, systems, and programs can be effectively *communicated* to management level and individual users. The information manager, then, is a kind of *broker* or *counsellor* who must act as a bridge between increasingly costly, complex, and diversified infor-

ship and information management is far from inevitable. A choice should not need to be made between being a librarian or an information manager.

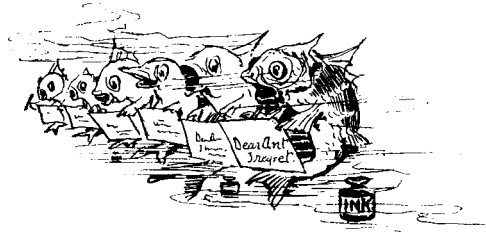
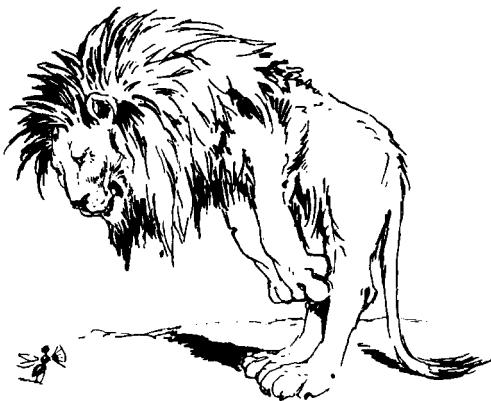
The parallel I see is much like the women's movement: A woman's choice of roles should not be between homemaker or businesswoman but to have either as an option, or the choice to combine both. Militants who insist that the drive for equality requires that all women run marketing departments or practice before the bar have missed the whole point of equality of persons. If a woman has the right to become a corporate player, she also has the right to be a full-time housewife/mother, with no loss of status or value to society.

In fact, homemaker/mother/businesswoman roles are an increasing

option as a combined job description. The parallel of becoming an information manager while remaining a librarian is equally possible.

Information managers, being in a new profession, all come from one of the other disciplines. The information manager must take a broader view of what Dean Robert S. Taylor of Syracuse University's School of Information Studies calls "the rich geography of information agencies." This does not dictate the obliteration of all the relevant skills of librarianship which form the richest lode in the information management gold mine. In fact, the AIM membership profile, developed in 1979, shows this clearly. The greatest concentration of educational credentials is by far in the Master of Library Science category—40% of all AIM members. The next largest group of degree holders is the 24% with a B.A. or B.S. undergraduate degree, PhD's are held by 11% of the members, many of whom have earned the degree in library science. AIM, as a microcosm of information managers in general, draws most heavily on those with library skills as its major category of professional.

The corporation for which I work, as is the case with many others, moves its talent up the ladder from specialist/technician to generalist/manager. The skills learned at the lower level are usually related to the newer responsibilities, although the perception of the level of responsibility and mission



changes. A top sales manager, for example, is most likely to have been a top salesman. He or she must let go of the daily activities of the sales function in order to perceive the sales management imperative. But the understanding gained from years of experience gives the sales manager the ability to segment sales territory, trouble-shoot shaky accounts, and develop compensation packages for the sales team.

In similar fashion, I see no trouble with remaining a librarian and becoming an information manager if this dual role allows for the broad vision both require today. My own job titles have evolved from "librarian" to "manager of library services" to "manager of information services."

When I functioned as a librarian, I focused on reference work, cataloging, and developing a staff to handle acquisitions procedures, route periodicals, and perform ready-reference work. As a manager of library services I viewed the business library as a department within a larger organization, serving the external information needs of the parent organization. Had I remained firmly fixed in the nitty-gritty of dealing with the forms required by our periodical subscription agency, or with the individual names on the overdue slips the clerk sent out each week, I would not have been serving my company well. Once these procedures were in motion, it was counterproductive for me to remain involved in actually going through the steps.

The same probably holds true for managing a library in most other organizations. Despite the temptation to remain a cataloger or indexer, once a library professional moves up to man-

aging the entire operation it is necessary to let go of the technical area from which one came and see the library or information center as a totality.

From there, the next step may be just as important and just as logical—to see the entire information function as a unit.

Conceptually, then, librarianship is the channel from which most information managers may flow, but it is also an extension of their capabilities to see the broad view of information delivery within their parent organization. It is the integration of skilled librarianship with other disciplines, such as marketing, data processing, word processing, strategic planning, and records management that extends the horizons of information management.

whether we call ourselves librarians or information managers, it's time we stopped fighting over boundary lines and borders and joined forces to educate top management—whether government, industry, or not-for-profit—to see the real value that information has for the organization.

A librarian who has started thinking about the function the library performs for the parent organization is an information manager. An information manager who still insists on seeing every time sheet of every staff member is a bean-counter. And no amount of semantics is going to change that truth. A rose by any other name. . . . The attitude toward information productivity and the decision-making value of information is the crucial factor in managing

A librarian who has started thinking about the function the library performs for the parent organization is an information manager. An information manager who still insists on seeing every time sheet of every staff member is a bean-counter. And no amount of semantics is going to change that truth.

We've been alerted to our own tendencies to remain process-oriented rather than market-oriented. For a librarian, this is particularly dangerous. If we get lost in reclaiming overdue or not loaning directories, instead of seeing materials on loan as answers to users' needs, we have lost sight of the main purpose for our parent organizations. Information productivity is no mere buzzword. Just because we can't measure it accurately doesn't mean we don't know that information has real economic value.

In a recent article in *D&B Reports*, James J. Crenner, Chairman of the Board of Dun & Bradstreet, said, "I see information as management's most important resource for productivity . . . That's the key. Information. Gathered laboriously, harnessed and made viable and understandable for decision-makers." I suggest that

this resource, not job titles. The information professional has gone beyond the mechanics of classification systems and statistics collection forms. These are means to an end, not an end in themselves.

The librarian who can act as an information broker and fill—or better yet, anticipate—the information needs within the organization has become an information manager. It's information delivery in the active rather than passive mode; proactive marketing rather than reactive response.

The librarian who has made calls to the heads of planning, finance, employee relations, or sales units to sell the library's services is an information manager. The librarian who has become a regular at planning meetings for key departments, and then follows this up with carefully selected material to help achieve the goals discussed, is acting

like an information manager. The librarian who goes to his/her superior with a cost-recovery plan for library expenditures or an idea of generating revenue with an annotated current awareness product is thinking information management.

Who draws the line and who assigns the titles? The irony is that the answer usually is, "We ourselves do." More internecine warfare is waged within our own information professions than any external events could create. Top management probably doesn't care as much about the jargon, terminology, or titles we use as long as the function of supplying productive information is carried out. Why, then, do we spend so much destructive time and energy on labelling and segmenting ourselves?

There is a growing sense of bitterness in some circles about the fine distinctions between information manager and librarian. Frankly, we have enough trouble inching our way along our own career ladders, getting adequate salary and perks, and holding our own in the organization chart. While librarians can harness some of the halo effect that information management offers our profession, information managers need to remember that librarianship is the main branch of an emerging profession that still has to prove its worth to many watchful eyes.

I suggest that we need to decide at which level we want to operate and allow others the same choice. To go back to the women's movement, it's all about choices, not pigeonholes. To the extent that a good cataloger chooses to remain as a professional in that activity—fine. If the cataloger is offered a chance at managing the entire library, the choice should be equally respected whether it's turned down or accepted. Not everyone wants to leave an area of personal pleasure and growth for another assignment. And, if a librarian feels comfortable working with an information manager, or, as may be the case, working for an information manager, that too remains an individual choice.



My activities as chairman at NICE IV and my participation in the SLA Annual Conference several days later were no accident. I choose to remain both a librarian and an information manager. I still enjoy scanning publishers' catalogs. I still want very much to visit other libraries to see how they solve problems we may have or expect to have. At the same time, I want to find out how computer graphics works; how word processing equipment is used within my company; and how marketing information systems have changed over the past five years.

There is a growing sense of bitterness in some circles about the fine distinctions between information manager and librarian. . . . who assigns the titles?

My management is satisfied with this dual role. I'm more than satisfied with it—I see it as being a two-fold enrichment of my professional growth. It seems as though the only problem may arise within the profession of information management itself if we force a choice between librarianship and information management.

There's enough of a challenge in a volatile environment with headspinning changes in information-handling

tools, economic downturns that affect information budgets, and an imperfect understanding of our contributions within our own organizations.

Let's see if we can work on marketing information productivity to our senior management. Let's work on keeping up with the latest databases or full-text systems. Let's concentrate on seeing that the graduate schools turn out professionals who can step into existing or future positions within our information organizations. Let's get together on upgrading our image so that travel to Hawaii for a conference, or getting our share of the budget at financial review time each year, isn't hopeless. And let's recognize that the difference between librarians and information managers is far less important than the differences between both of these professions and the consumers of our services who haven't learned our true value yet.

Our management must be educated. We have no time to waste on fighting

over turf when a recession cuts out the ground from under our feet. If I am too busy labelling myself "librarian" or "information manager," I may end up sitting behind my desk during the next NICE or SLA conference. Then both my own organization and I are the losers. From staff cutbacks and decreases in education and training allotments to zero growth in acquisition of paperless or hard-copy information sources—the librarian and information manager share the same problems as each annual budget is developed.

We should start sharing some of the professional attitudes. A good place to begin is to diminish the tension between "librarian" and "information managers."

It's *not* inevitable!

Roberta J. Gardner is manager, Information Services, Communications Department, Dun & Bradstreet, New York, N.Y.



Videotex

Threat or Opportunity

Kathleen Criner

Department of Telecommunications Affairs, American Newspaper Publishers Association, The Newspaper Center, Reston, Va.

Martha Johnson-Hall

National Telecommunications and Information Administration, Washington, D.C.

A scenario of information transfer in the future might look like this: Mrs. Smith walks over to the TV in her living room, types out a simple numeric code on a device resembling a calculator, and a list of information services appears on the screen. After perusing the list, Mrs. Smith decides to call up information on the issues and background of an important topic that is the subject of a local referendum. Later she will cast her vote on the referendum using videotex. Meanwhile, her daughter is using the TV set in the den to take a course. After viewing a chemistry program on the regular educational channel, she turns to the videotex service for a quiz and receives additional instruction material (1).

The concept of using information technology to deliver to the home a range of services, such as banking, mail, news, library information, and catalog shopping, has been well developed for some time. As early as 1948, fairly extensive marketing and technical tests were made of home delivery of newspapers via FM radio transmission (2). However, only recently has it become economically and technically feasible to deliver text or graphic information to the home at a low cost. These new home information technologies, known generically as videotex, are undergoing extensive testing internationally and, on a more limited scale, in the United States. Such systems could have a significant effect on the way library

services are delivered and accessed in the future.

How Videotex Works

Videotex systems are comprised of three component parts: the transmission medium, the distribution system, and the terminal/ancillary devices. Generally, videotex systems are classified into five categories based on the following transmission media (3).

Transmission

1. *Narrowband broadcast (one-way)*—Such systems, known as teletext, transmit text or graphic information over either a television or a radio signal. This information can be inserted into the vertical blanking interval (VBI) of a television signal. The VBI is used to transmit various test signals, and line 31 of the VBI is now used for captioning for the deaf.

Similarly, information can be trans-

mission between the amount of information that is placed in the system and the length of time a user must wait for information which has been selected for viewing. The capabilities of narrowband teletext systems, at present, are quite constrained; only 400 pages or so can be placed on a teletext service at one time.

2. *Broadband systems (one-way)*—Also known as teletext, these systems differ from narrowband systems only insofar as they use a full broadcast channel for transmission of information. (Cabletext frequently is used instead of teletext to denote videotex service delivery over one- or two-way cable TV systems.) Broadband teletext could be provided using a full video (over-the-air) broadcast or a cable TV channel. It is likely that over-the-air systems may be implemented over unused UHF channels, or VHF and UHF channels during off-peak hours. Provision of videotex systems over cable TV seems even more promising since, at the moment, many

. . . little is known about what electronic information services businesses or consumers want. The question of how videotex will be used looms large in the mind of anyone who considers this new technology. Amidst the excitement about the possibilities for using videotex, there is considerable concern about whether a market for videotex exists.

mitted over the subcarrier channels (SCA) of FM radio signals. Some SCAs are now used for services such as MUZAK. A teletext signal can be transmitted without interfering with normal programming, but a television or radio receiver must be specially adapted to receive this signal. Teletext systems are also inherently one-way. Users may select to view a particular information service, but they cannot transmit messages or interact with the database. Since information is broadcast in a continuous cycle, there is a direct rela-

cable TV systems have unused channels.

Allocation of a full channel for videotex greatly increases the information capacity of a teletext system—approximately 20,000 pages of information could be transmitted at one time. Broadband teletext systems also require a specially adapted TV receiver, and are select-only, one-way systems.

3. *Narrowband interactive (two-way)*—Commonly known as viewdata systems, such services use the telephone network for information transmission.

Viewdata systems are interactive rather than select-only services; hence, specialized services such as electronic mail, banking, shopping or other transaction services can be provided. The capacity of viewdata systems is limited only by the practical and not inconsequential problems of managing large, public databases.

4. *Broadband interactive (two-way)*—Interactive videotex services can also be provided over two-way cable TV systems. In fact, QUBE, the two-way cable system in Columbus, Ohio, has been conducting limited experiments involving delivery of banking and shopping services to the home. However, there are only a few two-way cable systems in operation, and it may be some time before they become economically feasible and widely available.

A videotex service could be a low-cost medium for providing information concerning library services to the public or specialized users. Announcements of hours, services, special programs, or events could be presented in an attractive way using the graphics capability of these systems.

5. *Hybrids*—A number of innovative approaches involving various combinations of the technologies described have been suggested for videotex delivery. For example, one approach which has received some attention is the concept of a telephone/broadcast hybrid. Information could be transmitted by users over the telephone network to a central computer facility. Users could interact with the desired database, and the selected information or response could then be broadcast back over a cable TV or over-the-air broadcast channel.

Distribution Systems

The five categories of videotex systems have been described in terms of the capabilities and characteristics of various means of transmission. In addition to these types of transmission systems, there are several distribution technologies which could be used for delivery of videotex services on a regional or national scale. These technologies may interconnect with or be part of any of the systems already described. For example, satellites could distribute videotex services to cable systems, or to broadcast stations using either a full channel or a portion of a channel. Similarly, a direct broadcast satellite system (DBS) could transmit videotex services direct to the home. A DBS system might be desirable for such services as electronic newspapers or other mass publications. Fiber optics is another mode of distribution which is being tested in Canada as a means of delivering videotex services.

Terminal/Ancillary Devices

Most of the videotex terminals now in use are simple devices resembling a calculator, with 6 or 8 numeric keys (including terminals used with viewdata systems). This is one area where videotex equipment is likely to evolve quickly. Terminals with alpha-numeric keyboards are already in production. Eventually, a range of intelligent terminals will be available. Personal computers may become one kind of home terminal device used to access videotex systems.

With the addition of memory capabilities in the terminals, it will be possible to down-load computer programs on software. This concept, known as tele-software, is already being tested in Canada and England. Using tele-software, a computer program, or an information service such as an educational course, could be transmitted directly to the home and stored in a videotex receiver. Users could thereby store or retain copies of information services

inexpensively, and "interact" with the stored information in the same way as one does with a video game. Telesoftware could greatly enhance the information service capacity of a narrow-band teletext system: for example, a complete bus or train schedule could be transmitted and stored in the videotex receiver in addition to the normal 400-page service in a VBI system.

The use of ancillary devices will also enhance the capability of a videotex system. For example, printers or home facsimile devices could be used for hard copy retrieval. Video disks might also be used for storage of information services on computer programs.

Experimental Uses of Videotex

Numerous experiments are now underway, both internationally and in the United States.

Britain—Britain is generally recognized as the birthplace of videotex. In the early 1970s, the British Broadcasting Corporation began experimenting with the use of VBI for delivery of a captioning service for the deaf. The experiment was quickly expanded to include a variety of text services. Currently, BBC is offering a public teletext service called Ceefax. Ceefax contains about 200 pages of information and is broadcast daily. There are an estimated 15,000 Ceefax terminals now on the market.

The British Post Office (BPO) developed a telephone-based videotex system which makes use of the Ceefax technology. This service, which initially was entitled Viewdata, is now called Prestel. A field test of Prestel was initiated in 1979. There are now 1,750 users and 128 information providers in the Prestel service.

France—The French have developed a teletext/viewdata system which is known as the Antiope system. A number of experiments have been announced; however, the most impressive action has been the decision of the French PTT to develop a simple viewdata terminal for home users which



would replace printed telephone directories.

Canada—The Telidon viewdata/teletext system developed by the Department of Communications (DOC) in Canada has received considerable attention. The Telidon system is generally recognized as having superior graphics and resolution capabilities. A 1,000-terminal viewdata experiment, conducted by Bell Canada and DOC jointly, has been planned for 1981 in Toronto. As part of a fiber optic test in St. Eustache, Winnipeg, 150 homes will receive videotex services. Also noteworthy is Project Ida, conducted by the Manitoba Telephone System. Project Ida will involve delivery of video programming, videotex, and home management services over coaxial cable.

United States—During 1979-1980, a number of limited videotex experiments have been announced. Several teletext experiments are worth noting.

CBS at KMOX-TV in St. Louis, Missouri is conducting a test of three major teletext systems (Telidon, Antiope, and Ceefax). This experiment is being closely monitored by the Electronic Industry Association (EIA). The objective of the experiment is to develop recommendations for U.S. teletext standards. The recommendations are scheduled to be completed in Fall, 1980, and will be conveyed to the FCC following more extensive field tests.

WETA, a Washington, D. C. public broadcasting station, in cooperation with the New York University Alternate Media Center, has announced a test which will begin in December 1980 using Telidon equipment. The experiment is unique in that it will focus on identifying consumer information requirements for teletext. KSL-TV in Salt Lake City, Utah, and KCET in Los Angeles have also announced tests.

The first viewdata experiment was announced by Knight-Ridder, a major newspaper group. The experiment will be conducted during 1980-1990 in

delivery of weather, crop, pest management, marketing, and agricultural information services.

OCLC also announced its own videotex project in January 1980. The project, called Channel 2000, will use a prototype system developed by OCLC and the Banc One Company in Columbus, Ohio. Banking, library services, and an encyclopedia will be available through this system. The test is scheduled to begin in October, and 200 households will participate.

Applications

The possibilities for using videotex to provide information services appear limitless. The various systems now available can be adapted to meet the particular needs of virtually any audience, and to provide whatever type of service is desired.

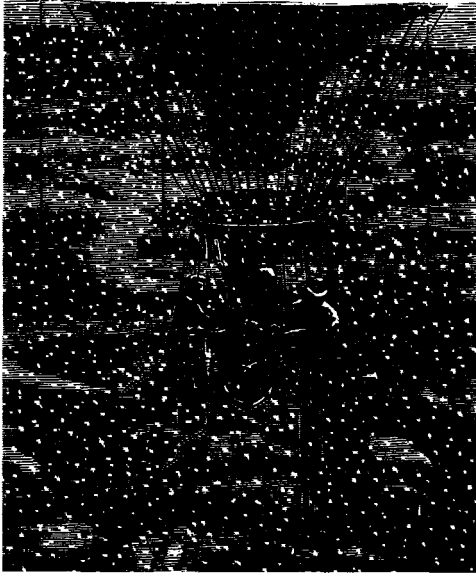
Not surprisingly, however, little is known about what electronic information services businesses or consumers want. The question of how videotex

Library or information centers may find videotex a useful service-delivery system. Using intelligent view-data terminals, . . . users could dial in and request information on a particular topic. Responses could be made immediately or on a delayed basis. . . . A view-data system could [also] enhance a library's information resources by providing access to a large number of databases.

Coral Gables, Florida. Approximately 200 homes and 50 terminals will be involved. A variety of news, entertainment, and transaction services will be offered.

The National Weather Service and the U.S. Department of Agriculture Extension Service are testing a system whimsically called Green Thumbs (GT). The test, which began in March 1980, involves 200 farmers in two counties in Kentucky. The GT system will test

will be used looms large in the mind of anyone who considers this new technology. Amidst the excitement about the possibilities for using videotex, there is considerable concern about whether a market for videotex exists. It is easy to talk about the limitless applications of videotex. It is much more difficult to determine what services may actually be used and accepted. For library and information centers a variety of potential applications seem



promising. The most obvious role is as a facilitator of the development of such systems. It seems likely that it will be some time before such systems are widely developed and accessible by all. There will be a need for training and assistance. Libraries are well positioned to provide public access to system terminals and to assist users in learning their operations and capabilities.

In-house applications—Videotex systems, particularly viewdata versions, should provide access to low-cost computing and network capability for specialized users or closed user groups. Access to viewdata software and databases, including private data services, can be limited to authorized users of a particular group. A public viewdata network could be used by an institution such as a library, or by a group of libraries for in-house computing applications. Through the use of a viewdata network, an automated circulation, cataloging, or management information system could be established. Similarly, a viewdata network could be used to access an electronic mail system, either for in-house applications or between affiliated libraries. The ordering of books or supplies might be performed through such a system. The publication of specialized journals, abstracts, in-

dexes, calendars, or the announcement of events such as meetings of professional societies could also be provided through such a system.

Publicity medium—A videotex service could be a low-cost medium for providing information concerning library services to the public or specialized users. Announcements of hours, services, special programs or events could be presented in an attractive way using the graphics capability of these systems. Moreover, the information could be changed as often as desired. In cases where local programs are aired on libraries or by libraries, e.g., book reviews, instructions could be provided to turn to a particular videotex page for further information.

Service delivery medium—Library or information centers may find videotex a useful service-delivery system. Using intelligent viewdata terminals, home users could dial in and request information on a particular topic. Responses could be made immediately or on a delayed basis, i.e., users would be notified electronically when the answer was available. A viewdata system could enhance a library's information resources by providing access to a large number of databases.

Libraries could also become information providers on a videotex system. That is, they could create and "publish" information services, such as guides to local communities, book reviews, bibliographies, guides to information resources in specialized fields, and so forth.

Following the lead of OCLC, libraries could also use existing library networks for the provision of viewdata services, that is, using existing computer capabilities libraries could undertake to aggregate and manage a public or specialized viewdata service.

A slightly less ambitious role might include the "programming" or managing by a library or group of libraries of the database services of a videotex system. The library might act as a broker by identifying other IPs, as well as developing and managing a videotex

database. Particularly for cable-TV videotex systems this may be a useful partnership.

Summary

Clearly there are numerous potential applications for videotex. It is uncertain when and how this technology will develop; critical marketing information is still lacking. Although, it could take some considerable length of time before such systems are widespread, they could supplant many of the services now provided by libraries and information centers. However, such a scenario will be extremely unlikely if the library/information field moves now to begin to develop and shape the future of these new technologies.

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Kathleen Criner is director, Telecommunications Affairs, American Newspaper Publishers Association, The Newspaper Center, Reston, Va. **Martha Johnson-Hall** is research analyst, National Telecommunications and Information Administration, Washington, D.C.

Managing Revolutions

Coping with Evolving Information Technologies

Patricia Wilson Berger

Library and Information Services Division, U.S. National
Bureau of Standards, Washington, D.C. 20234

EARLY in the 1970s Kenneth Bierman observed that while libraries in this hemisphere had a "continuing commitment to automation" he doubted that such dedication at the individual library level "would provide either large reductions in costs or significant increases in service capabilities" (1). Bierman stated categorically that "more basic and fundamental changes in the nature of libraries are required."

As it turns out, he was absolutely right. The changes resulting from the computer and telecommunications revolutions have altered forever how all of us get and give library service and the costs of such service as well. These changes did not occur because of initiatives pursued by individual libraries acting alone. Sometimes, they resulted from actions which involved a broad spectrum of players—from the government and the for-profit and the not-for-profit sectors as well. Sometimes they resulted from the joint efforts of

libraries working together to provide service and access not achievable by one individual library. I do not believe I overstate the case when I suggest that both sets of changes have permanently altered the topology and the sociology of the work place for us all. Even if your library does not participate in a network or subscribe to a single online service, you are still affected, because in today's networking environment, your nonparticipation in online activities guarantees it will be difficult for you to access many records and resources, if indeed you can access them at all.

If, however, you are a network participant, then you know that in order to profit from your membership you have had to forego taking unilateral actions on some occasions, and you have had to assume obligations and responsibilities which are binding on you and on the other network members as well. You have, therefore, instituted basic changes in how your library functions, by limiting its sphere of individual influence in order to realize the collective benefits which accrue only in the aggregate. Where formerly you alone determined how and when change

Pat Berger's speech was presented at Plenary Session III, Jun 10, 1980, during the Annual Conference of SLA, Washington, D.C.

would occur, now such decisions may derive from the collective requirements of the network membership and may not precisely reflect your organization's specific concerns. It could well happen that your lower library priorities will be addressed long before your top priorities are given serious attention. Nevertheless, you fund and support these other efforts, even though they are of less concern to you, just as the other members will fund and support your top priorities when they become matters for attention and focus. This means that when you work through a network, you fulfill Bierman's prophecy concerning the fundamental changes libraries would undergo in order to realize the full benefits of automation. How well or how completely special libraries have responded to these demands is a matter that will be explored later.

In 1973, in an OECD report, Professor Georges Anderla tabulated the results of several Delphi surveys that were undertaken to predict how worldwide library and information services would look by 1985 (2). It is interesting to compare 1980 realities against these 1973 prophecies:

- First, Anderla's experts predicted that between 1980 and 1990, automated information systems would "entirely replace" the manual process presently transmitting and disseminating knowledge.
- The experts agreed that the "vast automated information networks of the future" would not evolve by improving the "few rudimentary systems" then in use.
- By 1979, the Delphi prophets expected that scientific and technical reports would be analyzed by special databanks and would enjoy a higher priority in information networks than the "hitherto preferred media of magazine articles and descriptive bibliographies."
- By 1985, the databanks and centers responsible for scientific and technical information were expected to be organized by specialties.



- However, "not until 1987 would the majority of scientific and technical libraries and information centers be reorganized and adapted to these new automated procedures. Once they are automated, they will in fact become self-service facilities."
- By 1987, the experts agreed that the general public as well as the specialist would have access to the world's libraries, information centers, and even to the archives of newspapers and radio and television networks. By that time, everyone would enjoy "comprehensive and personalized information service."

Let's take these predictions one at a time. We can all agree that the evolution of ever more esoteric word processors provides the capability right now to transmit and disseminate currently generated information and knowledge. However, this does not mean that these systems will "replace" all manual dissemination systems by 1990. Human nature is not likely to change that rapidly during the next ten years. While it is one thing to tell authors that their prose will be indexed or cataloged online, it is quite another to inform them that the retrieval, indeed the survival, of their ideas and hard work depends on the availability and the proper functioning of a CRT, maybe a dot matrix printer, plus a computer or intelligent terminal.

Wilfred Lancaster (3) and others assert that we have reached the limits of print-on-paper systems and that we must find viable alternatives if we are to improve our communications capa-

bilities. Indeed, today many organizations rely on online systems to both store and disseminate their accounts and their plans and programs. Substantial elements of the intelligence community routinely rely on just the sort of automated transmission and dissemination systems Lancaster and Anderla describe. But reliance on such systems to transmit information is tolerable only if the systems are redundant or when the information is considered perishable and is not customarily linked to a specific author. That is, information with a short half-life, the sort not associated with a specific brain, can be comfortably stored and disseminated in this fashion. It is improbable, however, that over the next decade,

the disappearance of these distinctions will alter the kinds of information they will be expected to provide in the future.

Turning to Anderla's second postulate, namely that the information networks operative in 1985 will not derive from the rudimentary systems around in the early 70s, the experts were partially correct. We are entering the 80s with distributed information files and databases located in a variety of institutions throughout our land. These bases are linked and aggregated by computers and telecommunications networks supplied by bibliographic utilities, regional networks, and information vendors from the private, academic, and public sectors. These inter-

What will occur as the result of the shift from paper to other media is that traditional distinctions between "published" and "unpublished" literature will degrade and ultimately disappear. This is not a trivial matter for companies and institutions concerned with patents, regulatory matters, or similar legal considerations.

authors and publishers en masse will cheerfully forego the distinction and security which accrue to our present practice of printing and binding enduring works for the relative insecurity of electronic dissemination and storage of their ideas and concepts. Videodiscs seem more likely candidates to provide acceptable non-paper mass storage and retrieval for such information, and at no sacrifice to an author's ego.

What will occur as the result of the shift from paper to other media is that traditional distinctions between "published" and "unpublished" literature will degrade and ultimately disappear. This is not a trivial matter for companies and institutions concerned with patents, regulatory matters, or similar legal considerations. It must also concern the libraries and information centers of such organizations, because

mediates, between the user and the database, represent indispensable components of today's networks. They were just emerging in the early 70s. While it is true that the National Library of Medicine (NLM) began establishing its network of MEDLARS service centers as early as 1965, few of us realized then that similar organizations would soon render comparable services to all types of libraries. Indeed, these centers, plus the growth of mini and microcomputers, have so personalized the emerging technology for us that, as Chuck Goldstein from NLM puts it, it has become "more cordial." While our networks still cannot be called cuddly, increasingly, they are better able to deliver information packaged to meet individual needs and to offer manipulation capabilities that were out of the question just ten short years ago.



The experts' predictions concerning the relative preeminence by 1979 of the technical report fell short of the mark. The additional prophesy that by 1985 databanks and centers responsible for scientific or technical information would be organized by specialties partially misstated reality as well. The services and information access capabilities offered by networks and centers have preempted the necessity either to create or to organize scientific and technical centers by specialties. The only exceptions are those centers which perform critical analyses and evaluation functions of particular classes of scientific data and information; such centers are subject-oriented.

Information centers and IACs have yet to achieve the stature the Delphi participants predicted they would. Like libraries, information centers and IACs were plagued throughout the 70s by budget restrictions, by an inability to attract or to retain staff, and by a lack of visibility and political clout. Why should librarians, especially special librarians, be concerned about the relative health or malaise of these centers? Because throughout the 80s, we will

move toward the evolution of comprehensive, integrated information systems which will include libraries and information centers. For this reason, and also because the familiar demarcations between types of information are disappearing, it will be important for librarians to realistically assess the relative strengths and weaknesses of all the system's components. How else can we hope to negotiate successfully for our proper share of resources and turf?

The collective vision of Anderla's experts was clouded indeed when they predicted that most scientific and technical libraries would not adapt to automation until 1987, and that once automated, they would be "self-service facilities." The facts are that many scientific and technical libraries, especially the ones represented by the for-profit membership of SLA, had achieved a high degree of in-house automation by the late 60s. Furthermore, during the 70s another group of Association members, namely the librarians employed either by the federal government or in academe, became active in the emerging networks and bibliographic utilities. In addition, during the 70s, libraries everywhere scrambled to identify and to acquire the new online database services that were being introduced. Finally, the middle and late 70s saw the maturation of online user groups throughout the country, which were created by librarians working with other members of the information community, to provide necessary forums for discussion and change. Thus, the beginning of the 80s finds many of us not only adapted to automation but aggressively working to change or improve the systems we presently have.

Let us consider the second half of the experts' prediction concerning the state of scientific and technical libraries in 1987. By that time, we can indeed expect that information technology will be more cordial; therefore, a library's users will be able to query online systems themselves, with no more pain or difficulty than they experience now

when they consult the card catalog or peruse copies of *Chemical Abstracts* on their own. However, whether they choose to serve themselves in tomorrow's libraries is quite another matter. Bear in mind that Mooer's law may well continue to operate even after we have done all we can to reduce user impediments to information. That law states: "An information . . . system will tend not to be used whenever it is more painful and troublesome for a customer to have information than . . . not to have it. A terminal is the (system) to most users. Resistance to it means resistance to the system" (4). Change is painful and troublesome, and change is the enduring quality all automated systems share.

There is also a second law operating today which may still be a factor to consider tomorrow. Pat Berger's law of user resistance states that the probability of user resistance to automation is a function of the user's degree of education, plus his or her level of influence and years of involvement in a field. The higher these user attributes, the greater the probability of resistance to change. Witness the story that appeared in the June 1 issue of the *Washington Post* about a nationwide strike by Australian journalists to protest the introduction of computer technology by Australia's two daily newspapers. The *Post* story stated that "a nationwide strike by Australian journalists . . . is developing into a major industrial struggle over modern technology" (5). While I do not expect that a library's users will go on strike to protest the introduction of technology, a library's staff could do just that. Both groups are and will continue to be potential users of technologies, and either is apt to resist change actively and vociferously.

Concerning the last of the Delphi predictions, that libraries and information centers will be accessible to the public by 1987 and that personalized information services will be commonplace by that time, there is no doubt that the public will continue to increase its demand for and access to the data

and information resources of federal agencies. The tenet that federal agencies and their libraries ought to furnish free information and assistance funded by tax dollars to all comers, even to for-profit research and information brokers and contractors, is not accepted by everyone. Nevertheless, these and similar problems can and will be negotiated in the next few years and a more open and dependable access to the nation's library and information resources will result. The issue of the public's right to access to library resources—all library resources—will receive lots of attention

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from NCLIS and some from the Congress as well; furthermore, since special libraries in all sectors—private, for-profit, and not-for-profit—asked to be included in the formulation of the national information program, they will be expected to actively support such open access. If you or your organization consider that your library should not support public access, prepare to receive a fair amount of heat and light from the information community.

As to the personalization of information services by 1987, there can be no question that we are getting better at personalization all the time. During the last four years, we have seen the emergence of PRESTEL, Viewdata, and similar video information systems. We have seen also the emergence of a flourishing computer conferencing capability which received national emphasis and attention when it was used by the delegates to the White House Conference to answer their questions.

How do our professional colleagues view the technological revolution and its impacts on librarians? Last year,

Richard De Gennaro, (6) Director of Libraries at the University of Pennsylvania, delivered the annual Bowker Memorial Lecture. He told his audience that:

While librarians have been struggling mightily during the last 15 years to create new organizations and to use advanced technologies to improve their ability to serve users and share resources in a time of rampant inflation and diminishing support, it seems that the leaders of the publishing and information industries have been struggling almost as mightily to keep them from succeeding. What is going on? What is behind this war between librarians and their former friends, the publishers? (6, p. 2409).

De Gennaro offered the following explanation:

Our information world . . . is expanding and undergoing a series of revolutionary changes and developments that are far beyond our ability to comprehend and control. Each of the three main groups of players in this drama are trying to take maximum advantage of the opportunities offered by the new and rapidly developing technologies. It is a struggle for position, profits and power in the emerging information world of the 1980's. For librarians particularly, it is a struggle to come to terms with new technology and expanding opportunities and needs in the face of shrinking support (6, p. 2409).

What are some of the changes which may or have already emerged from this strife? How successful are librarians jockeying for position and power? Are we able to cope with and harness the

new technologies? In the first place, the aggregated application of reprographic, computer, and telecommunications technologies made possible the establishment of the library networks discussed earlier. That was revolutionary. Now network members acquire, share, create, manipulate, and even sell information in unprecedented ways and at levels not possible in earlier times. Undoubtedly, such activities perpetuate the friction De Gennaro identified between librarians on the one hand and publishers on the other. Nevertheless, if only for pressing economic reasons—soaring inflation, deteriorating library budgets, limited staff—resource sharing among libraries will accelerate during the 80s.

During the 80s we may also experience another change, namely new activity to establish archives for materials of mutual interest to a network's member libraries. If some iteration of the National Periodicals Center or System is not funded by Congress, then regional archiving may accelerate to offset its lack. Therefore, it is possible

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that sometime in the next decade you could be asked to provide perpetual access and storage for publications of continuing interest to your network.

It is also possible that as the resources of America's libraries become fully disclosed via networks, the relationships between libraries will be so changed that the terms we now use to describe ourselves—terms like public, academic, research, or special—may no longer fit, because they no longer convey the structure, governance, or

even the resource bases of aggregated libraries functioning through networks.

It could also happen that as old alliances shift and new ones evolve, the characters and purposes of our professional associations and library schools will be altered. Many networks now provide comprehensive training and information update programs. Where formerly such programs were the purview of library schools and professional associations, today, network directors are expected to provide training to assure the continuing competence of the membership.

Still another change in how we do business has only recently surfaced. The use of networks with access to the inventories of diverse libraries tends to distribute requests for loans among large numbers of participants. As an example, OCLC's interlibrary loan module accesses the OCLC cataloging database, which includes the records of small- and medium-sized subscribers, as well as the collections of OCLC's

taxed or untaxed collections of small- and medium-sized libraries.

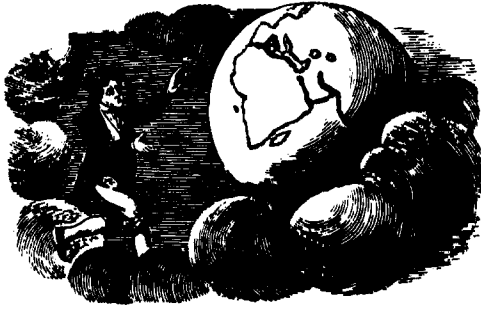
Such a redefinition of the traditional roles of interlibrary lenders and borrowers requires that we rethink our relationships to include a broader spectrum of our colleagues. In a sense, special librarians need to expand a characteristic which has always distinguished our behavior, and that is our willingness to share our information and resources with our colleagues in other special libraries. Today, distributed interlibrary lending and borrowing requires us to provide service to a cross section of the total library community, not just librarians in organizations similar to our own. We must recognize that the information revolution has altered our relationships with the outside world and has created new alliances with institutions we may not have reckoned with in the past. For some, responding effectively may require legislative action. For others, the ability to meet expanded obligations will depend on their ability to convince

For our purposes, Newton's third law of motion which states that "there is always to every action an equal and opposite reaction" might be restated to read, "there is to every technological or political change an equally reactive deterrent to change."

large academic and research library members. As a result, from its first day of operation, the smaller collections have shared with the larger libraries the obligation to respond to interlibrary loan requests from other OCLC subscribers. This is not to say that the library of a small college or company should or ever would share its resources at the same level or with the same frequency as a national library. But it is to say that the inclusion of these smaller collections has provided a mechanism to shift and redistribute at least a portion of the lending burden from the overtaxed resources of the larger libraries to the hitherto under-

management that there really is no such thing as a free lunch. If organizations expect to benefit from the new technologies, they must be prepared to give as good as they get; to do otherwise will isolate them.

None of what I have suggested is apt to afford U.S. publishers much comfort, since a substantial and very articulate number of them believe that the library practices of lending and photocopying have drastic consequences on their incomes. Indeed, viewed against the background of the technological revolution, Section 108 of the Copyright Law represents an attempt to reduce what appear to some as the deleterious



impacts of a new technology, reprography, on what one writer has called the previously "existing cozy arrangements" among publishers, authors, and librarians. However, if the National Bureau of Standards library's experience is representative, then the deleterious impact of reprography on authors and publishers is more apparent than real. During testimony presented at the Library of Congress copyright hearings, the following statement was made summing up the experiences of the National Bureau of Standards' Library, Information Services Division: "The danger to the interests of authors and publishers is slight compared to the burden imposed on librarians carrying out the congressional will" (7).

Do not think that the Copyright Law represents an aberration—it does not. For our purposes, Newton's third law of motion which states that "there is always to every action an equal and opposite reaction" might be restated to read, "there is to every technological or political change an equally reactive deterrent to change." The copyright legislation represents one of a series of continuing reactions to the information revolution. Revolutions are characterized by the jockeying of various groups for power, position, and control of pieces of turf. Our splendid little war is no different from any other. Publishers, telecommunications and database vendors, computer specialists, librarians, and information managers, to name just some of the players, are all concerned about the outcome. On Capitol Hill right now, Ma Bell continues to push for a special kind of rewrite of the

Communications Act of 1934. Librarians lobby vigorously for the NPC while the publishers and the IIA rail just as vigorously against it, and the whole world utters conflicting noises about what really constitutes information management and who is or is not an information manager. What a zoo!

However, painful, the shouting sessions of the last decade force all interested parties to consider and to accommodate their interrelationships and interdependencies with those of the rest of the information community. Heated discussion and frenetic lobbying by both librarians and their adversaries will continue throughout the 80s. Hopefully, however, after ten years of name-calling, all parties will soon be ready to shed their beleaguered postures and settle down to negotiate their differences. De Gennaro put it succinctly:

The debate . . . has raged between libraries and their new adversaries . . . during the last decade [and it] has been harmful and distracting; but it has also served to inform and educate the participants about the interrelations of their interests and the problems they face as they try to find a secure place in a rapidly changing and expanding information environment. There is no point in trying to gloss over the real issues that still divide us, but we may be ready to begin a dialogue that would lead first to a better understanding of our mutual concerns and interests and then perhaps to a new and less adversarial working relationship (6, p. 2410).

But if the librarians, the publishers, and the IIA folks have been slow to identify their common concerns and slower still to open meaningful negotiations to resolve them, they are no more confused than the politicians and diplomats. In a recent report on information resources in the United States and Canada, Oswald Ganley observed that:

A basic attitudinal difference . . . between the U.S. and the rest of the industrialized world has come to light . . . this is that the Canadian government and the governments of western Europe and Japan, as well as many developing countries view

the swift changes taking place in the communications and information field as primarily political events. The U.S. . . . has tended to see them as technical and commercial problems, which it has plenty of technicians, engineers, businessmen and capital to solve. And when the U.S. has seen them as political problems, it has viewed them in isolation rather than as part of a whole. (8, p. 4).

Separating the politics from the technology of this revolution is not easy—not even for the experts.

There are two additional sources of international strife which may impact future activities among Canadian and U.S. librarians. The first of these concerns Canada's apprehension of

. . . to hear some of the publishers and IIA folks tell it, because librarians are so powerfully placed, they represent the greatest threat to free enterprise since Karl Marx.

what it views as the negative impacts of uninhibited transborder data flow between Canada and the United States. The Canadian government predicts that by 1985, Canada's costs to import computer and communications services will have risen to \$1.5 billion annually. In addition, by 1985 the government projects a loss of 23,000 computer related jobs to the Canadian labor force. Reacting to this situation two pieces of legislation were constructed, each designed to restrict or to prevent the flow of information and data across the U.S.-Canadian border. While neither of these pieces of legislation is aimed at libraries, we cannot assume we will not be affected. We must find ways to assure that future opportunities for information sharing among libraries in both countries will not be foreclosed. Ganley reminds us that: "Any unfavorable precedent set by a friendly country

like Canada could have worldwide implications" (8, p. 13).

The second matter for concern has to do with a switch during the 80s, in both the United States and Canada, from telephone to satellite communications. In the process of adapting to, or confronting, this new competitor, telephone companies in either country could: a) lobby for legislation to prohibit or restrict the use of satellites to transmit data and information; b) engage in a price war to undercut the competitor; or c) raise tariffs to offset their losses of revenue to satellites.

There are other possibilities, but these suffice to illustrate the point. At the moment, the revenues and access shared by U.S. and Canadian telephone companies are in equilibrium. Therefore, both nations enjoy effective, relatively inexpensive service. But a switch to satellite communications can change all that, and if it does, the costs to librarians to access online services could rise rapidly and exponentially.

Turning now to the question of how successfully librarians jockey for position and power: if either the levels of decibels we generate ourselves or those generated about us can be considered measures of accomplishment, then it would appear librarians enjoy an abundance of success and prominence. Indeed, to hear some of the publishers and IIA folks tell it, because librarians are so powerfully placed, they represent the greatest threat to free enterprise since Karl Marx. Furthermore, if you attended the sessions of the White House Conference, you know that the

Are librarians, especially special librarians, able to cope with and harness the emerging technologies?

delegates viewed librarians as their appointed agents to shore up weaknesses in the nation's library and information services, to redress the impacts

of discrimination on minorities and the handicapped, to help erase illiteracy, and to become active, equal partners in the new Department of Education. Thus, it would seem that librarians have adjusted to the information age reasonably well and very profitably.

Unfortunately, the profiles just described are not always borne out by reality. For example, in November of last year, the President of the United States told the delegates to the White House Conference, 1/3 of whom were librarians, that they "had a friend in the White House." He was sincere when he said it. Nevertheless, his administration was at that time implementing a plan to remove a number of special librarians from the federal payroll and replace them with contractors—in some instances, contractors who have had no previous experience operating libraries. This is not a profile shared by professions who enjoy prominence and power in abundance. Indeed, it lays bare a decided lack of political clout, and we had better work to correct it if we expect to survive.

There is another circumstance which continues to weaken us, and that is the fact that library service is considered women's work and has frequently been underrated and often underpaid. We must continue our efforts, individually and collectively, to eradicate and end the effects of such discrimination on our careers.

A third phenomenon which is still operating contributed to our professional robustness through the 70s. Today, however, it needs to be reexamined and redirected. During the 70s many librarians not only adapted the newer technologies to their operations, they also worked to establish the array of services and products which distinguish OCLC, RLIN and WLN today. They did so because individually, they lacked the resources necessary to provide these services by themselves. Mary Ellen Jacob of OCLC stated the reality very well when she said in a recent speech that "networks are the products of the have-nots" (9). That statement is

supported by an examination of who in SLA has been involved in national networking and who has not.

During the 1960's, special librarians in the for-profit sector—the "haves"—pioneered in automation, but within the confines of their parent organizations. By 1969, hardware and telecommunications costs had dropped sufficiently to permit the "have nots"—special librarians employed in public, academic and governmental libraries—to begin to consider similar applications. Even then, however, none had the money to go it along. We had to cooperate to graduate. And graduate we did—we are members of regional and national networks, and we use the services of OCLC or RLIN as routinely as we consult *Books in Print* and the NUC.

However, many colleagues in the for-profit sector do not participate, either because they feel they have no need to, or because they are not permitted to. The distinctions among species of libraries in this country sometimes found its way into the charters of regional and state networks, particularly networks supported by tax dollars or other public funds. For this reason, special libraries which are part of profit-making institutions are sometimes unable to participate in regional or national networking activities even when they can demonstrate a need to do so. It is not surprising, therefore, that for-profit special librarians had





little incentive to participate in the early, formative days of networking. But it will be a disaster if they do not do so in the future. Over time, this bifurcation between the "haves" and the "have nots" will weaken the position and power of all special librarians. We can be diminished by either our unwillingness or our inability to participate in networking at all levels. We have done our homework technically; now we must match it with similar political accomplishment.

This brings us to the third and final question. Are librarians, especially special librarians, able to cope with and harness the emerging technologies? The answer seems to be a qualified yes—as well as most, and perceptibly better than many. Recognize however, that some of what is happening is beyond the ken of everyone, including librarians.

In 1979, Will Sparks wrote in the *Washington Post*:

All information traveling in the world's information stream is becoming a homogenous flow of digital bits. Since, in many cases, computation is being performed on these bits of information while they are in transit, the distinction between computing and communicating—or the computer and the telephone—is vanishing . . . the inability to distinguish between computing and communicating is causing world-wide frustration among both the regulating authorities and those they may (or may not) be supposed to regulate. The federal communications commission has

little appetite . . . and possibly no authority to extend its activities to encompass the computer industry. So it has been struggling to find a workable line of separation. This may resemble an exercise philosophically akin to the efforts of medieval scholars to decide how many angels can dance on the head of a pin, but it is hardly academic to the folks at AT&T or IBM" (10).

If the FCC, the Congress, AT&T and IBM can no longer distinguish who does which to what, how in the name of reason can the tenets of copyright be applied, or even identified, by the librarian in the information environment of the future?

Almost ten years ago, *Library Journal* had this to say about SLA's 1970 convention, which was held in Detroit:

Almost everything that happened can be classed as ritual—the kind of things done and said at SLA meetings from time immemorial . . . SLA-ers fretted comfortably through perennial minuets about how to convince the boss of his need for the company library; they ritually lashed themselves for not working harder at finding ways to educate their patrons and to take leading roles in their industries . . . far too little time was spent in Detroit on the real problems of adapting librarianship to the urgent demands of our frightening new decade" (11).

Whether or not you agree with this assessment of our Association ten years ago is really not important. What is

How successful we are in defining our new roles and relationships may ultimately determine whether or not our profession will continue to exist.

important, even vital, is that we recognize today that complacency and insularity can be fatal to our health, indeed to our very survival. We are entering a provocative, changeable, extremely complex time—one that will tax our talents, our patience, our perseverance,

and our cheeful dispositions to their outer limits. Technology is erasing the old chronologies and distinctions among us. In a very real sense, we are starting over, to establish how we will serve an emerging information society. How successful we are in defining our new roles and relationships may ultimately determine whether or not our profession will continue to exist. We must *indeed* concentrate on the real problems of adapting special librarianship to the urgent demands of a frightening new decade, and we must do so promptly.

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Patricia Wilson Berger is chief, Library and Information Services Division, National Bureau of Standards, Washington, D.C.

The Applicability of OCLC and Inforonics in Special Libraries

C. Margaret Bell

Whitney Library, General Electric Research & Development Center, Schenectady, N.Y.

■ Although it has been indicated that OCLC has potential for specialized libraries, including those in profit-making institutions, relatively few of these libraries use OCLC. In the case of one industrial library at a research and development plant, a cataloging database called Inforonics is employed. The applicability of OCLC and Inforonics for this library was determined by comparing the availability of catalog copy of the library's recent monographic acquisitions on these two cataloging databases. The results indicate that OCLC provides catalog copy for a greater number of titles than does Inforonics, regardless of date of publication, place of publication, and availability of LC card number.

REPORTS on the impact of OCLC on libraries (1-4) indicate that the database is used mainly by academic libraries (71%) and, to a lesser degree, by public libraries (11%) and state and federal libraries (8%). Only a small percentage of technical and other specialized libraries employ the services of OCLC's cataloging database. However, two specific instances describing the usefulness of OCLC in special libraries have been noted. The special libraries in the Indiana Cooperative Library Services Authority (IN-

COLSA) network report that 60%-100% of their acquisitions are being cataloged by OCLC (5). In addition, the Alberta Alcoholism and Drug Abuse Commission (AADAC) library reports that 65% of a sample of their books was found on OCLC's cataloging database (6).

These indications that OCLC might adequately meet the needs of special libraries, encouraged the author to investigate the relative usefulness of OCLC compared to Inforonics, the cataloging database used by the Whitney Library at the General Electric Research and Development Center. Studies had been made comparing the availability of catalog copy on such databases as OCLC and Ballots (now referred to as

The author is currently information specialist, General Foods Technical Center Library, Tarrytown, N.Y.

RLIN) (7) and OCLC and Blackwell North American (8). These studies indicated that OCLC provides cataloging for a larger number of titles than do the other individual cataloging databases.

Database Descriptions

The OCLC (Ohio College Library Center) cataloging database originates in Columbus, Ohio and contains over 4,000,000 bibliographic records in the full MARC format (9). These records of cataloged titles are contributed by the Library of Congress or by member libraries participating in the OCLC network. At the time of this writing, the OCLC database was accessible by an online terminal from 7 a.m. to 10 p.m. EST Monday through Friday and from 8 a.m. to 8 p.m. EST on Saturday. OCLC is considering expanding its hours of operation during the day and will soon be operational on Sunday.

To locate a cataloging record, the terminal user can access the database on eight parameters: title, author/title, author, LC card number, ISBN (International Standard Book Number), ISSN (International Standard Serial Number), OCLC's control number, and CODEN, if applicable.

After keying in the search keys appropriate for the particular search parameter on the keyboard terminal, the corresponding catalog copy is displayed on the CRT screen. If the search results in the location of one catalog entry, it is displayed in the full standard MARC format. When the search results in several entries, the records are displayed alphabetically in an abbreviated format that states the author, title, and imprint date. Then, what appears to be the desired entry is chosen and the full MARC record is displayed.

Besides providing catalog data on-line, OCLC offers various other library related items including an on-line list of library holdings of each catalog record; the production of presorted, customized catalog cards; book card, pocket, and spine label production; and

production of accessions lists. Since this study concentrates on OCLC as a shared cataloging system, the other components of the system, such as serials control, acquisitions, and circulation content, will not be discussed.

The Inforonics database operates on the same basic principles as OCLC but with a few modifications. Inforonics contains an on-line file of its latest catalog records, contributed by the Library of Congress or by member libraries. These records are searchable on only three parameters: the LC card number, title, and author/title combination. In addition, Inforonics contains an off-line file of its earlier catalog records which can be accessed once a week in a batch mode only by the LC card number parameter. This off-line file contains over a million records, which is less than the number contained by OCLC (10). As a result, when a library accesses Inforonics via a CRT terminal, only the latest 250,000 records are immediately searched. Thus, this search file is designed for verification and for searching recent and/or popular titles.

The comparison of the two databases indicates that OCLC contains catalog copy for a greater number of the Whitney Library's titles than does Inforonics.

Once accessed, the records in the on-line file are displayed on the screen in an abbreviated MARC format containing the main entry, title, place of publication, date of publication, Dewey Decimal classification number, LC classification number, and LC card number. No mention of the edition number, subject headings, added entries, or other appropriate cataloging information is given, as is the case with OCLC.

In addition to the on-line and off-line searching activities, Inforonics offers other services. These include the production of customized, presorted cata-

log cards, computer typeset book catalogs, COM (Computer Output Microfilm) catalogs, ready-to-use book spine and circulation labels, the production of accessions lists, and the production of special book catalogs arranged by topic or library branch holdings.

Cataloging Operation at Whitney Library

The Whitney Library, contains a collection of 29,000 titles, 50,000 periodicals, and 28,000 microforms of various types (11). This collection covers such fields as biosciences, chemistry, physics, metallurgy, engineering, energy, and others. Cataloging monographs at the Whitney Library is similar in most respects to the on-line cataloging performed at other libraries. The first step is to obtain the LC card number of the item to be cataloged by consulting CIP (Cataloging in Publication) and the Book Publishing Record. If the LC card number is found, the catalog copy is then searched on the Inforonics terminal. If the catalog copy is in the on-line file, the abbreviated format is displayed. Before catalog cards are requested for this record, it is modified by inputting the Dewey Decimal classification number and the location of the cataloged item within the library.

If the catalog copy of the item with the LC number is not located in this on-line file, catalog cards for the item are still requested. Inforonics will then search its off-line file for this catalog record. If found, the cards will be automatically sent to the library within ten days. If not found, the request for the catalog copy can remain on Inforonics' records for a specified time period in the event that Inforonics will eventually receive the catalog record. If there is a rush to catalog the item, the cataloger performs original cataloging.

When no LC number can be found for a title, the item is searched by title or author/title on Inforonics' on-line file. If the catalog copy is found on file, catalog cards are requested. If the title is not found, the item is set aside for

original cataloging. A record of the catalog cards requested through Inforonics is kept by filing the purchase slips of the titles in computer request number order. The catalog cards arrive in about ten days, with all the cards requested the same day arriving together. These presorted catalog cards contain the full MARC catalog record, even though only the abbreviated format was originally shown on the terminal. A brief check of the printed catalog cards against the purchase slips is usually made before filing, in order to check for errors.

Methodology

The availability of catalog copy on Inforonics and OCLC was compared by utilizing the cataloging facilities at the Whitney Library, and SUNY (State University of New York) Central in Albany. During September, October, and November of 1978, monographs received by the Whitney Library were searched on the Inforonics database and then cataloged, according to the aforementioned procedure. These same titles were then searched on the OCLC terminal at SUNY Central. A total of 183 titles were first searched by the available LC number and then by title or author/title when the LC card number was not available.

Results

Table 1 indicates the number and percentage of titles located in each of the databases by place of publication, date of publication, and the availability or nonavailability of the LC card number. As indicated in the table, the majority of the titles were published in the United States in 1978 and had LC card numbers assigned to them. However, a significant number of titles were published in earlier years and sometimes did not have a LC card number.

The results indicate that OCLC contained cataloging copy for more titles than did Inforonics. To be specific, 101 titles (55%) were found in Inforonics'

Table 1. Find Rate of Titles in Inforonics and OCLC by Place of Publication, Imprint Date, and Availability of LC Card Number.

	Total Sample Number	Located in Inforonics		Located in OCLC	
		No.	%	No.	%
Place of Publication					
U.S.	164	92	56	136	83
U.K.	14	7	50	13	93
Other	5	2	40	4	80
Totals	183	101	55	153	84
Date of Publication					
1978	97	56	58	78	80
1977	33	15	45	29	88
Pre-1977	53	30	57	46	87
Totals	183	101	55	153	84
LC Card Number					
Available	128	101	79	124	97
Not Available	55	0	0	29	53
Totals	183	101	79	153	84

off-line and on-line files, while 153 (84%) of the 183 titles were found in OCLC. Ninety-nine titles (54%) were contained in both databases, while only 27 (14%) were not in either database. It is interesting to note that such variables as the date of publication and place of publication did not greatly affect the overall find rate in either database. However, one surprising result is that none of the titles which lacked LC card numbers were found in Inforonics, whereas 53% of them were found in OCLC. This indicates that OCLC records more non-MARC titles than Inforonics.

Since Inforonics searches for catalog copy on an off-line file as well as an on-line file, a further breakdown of the find rate of Inforonics was determined and recorded in Table 2. 61% of the titles located in Inforonics were contained in the on-line file and were immediately verifiable, while the remaining 39% were located in the off-line file. As a result, when a title is searched on Inforonics and is not displayed on the screen, Inforonics may contain the catalog copy for it in the off-line file.

As for the types of titles found on the two Inforonics files, the majority (71%) of the titles found on-line were published in 1978. A slightly smaller

percentage of titles found in the off-line file were published prior to 1978. This is because the latest MARC records are contained on-line and the earlier ones are placed in the off-line file.

Discussion

Although the main purpose of this study was to determine the availability of catalog copy of scientific items on OCLC and Inforonics, other cataloging characteristics should be considered in order to adequately compare these two cataloging systems. (See Table 3 for a brief listing of the comparative features of OCLC and Inforonics.)

In the OCLC system, the displayed catalog entry is in the full MARC format and, thus, provides full bibliographic information. Only the abbreviated format of the record is provided on the Inforonics' terminal even though the full format is printed as output. This abbreviated format may hinder the proper identification of an item to be cataloged. Another feature of the OCLC system has to do with the ability to locate the catalog entry. In OCLC, all of the entries are on-line and can be searched by a number of parameters. In contrast, Inforonics' records are divided between an on-line and an off-line file which are searchable by only a

Table 2. Find Rate of Titles Off-Line and On-Line in Inforonics by Date of Publication.

Date Of Publication	Total Sample Number	Located On-Line		Located Off-Line	
		No.	%	No.	%
1978	56	44	71	12	31
1977	15	11	18	4	10
Pre-1977	30	7	11	23	59
Totals	101	62	61	39	39

limited number of parameters. One can immediately ascertain the location of the cataloging entry in OCLC. There is no need to wait for the system to search an off-line file in a batch mode, as is the case with Inforonics.

Although the costs of the relative services of both cataloging databases were not determined, the fact that OCLC records more entries than Inforonics may influence the cost of cataloging. In this pilot study, the total availability of catalog copy was higher with the OCLC system than the Inforonics system. Thus, there would be a decreased need to perform original cataloging. If the cost per item of original cataloging is higher than the cost of ordering cataloging information on either system, then the system which yields the largest number of cataloged items may be most cost-effective. However, the cost of such related items as terminals and search time must also be considered in order to make a true comparison.

Another feature that was considered in comparing these databases was the search time. Search time on a database can vary with the time of day during

which the search is performed and the number of records searched. From a sample of the 183 titles searched in this study, search time on OCLC averaged 5-8 seconds, with the maximum time averaging 16 seconds and the minimum averaging 2 seconds. On the Inforonics database, all of the titles searched in the on-line file were displayed instantaneously with no delay in search time, regardless of the time of day or type of request. This difference in response time can be traced back to OCLC capacity to contain a larger number of catalog records to be searched than Inforonics. However, when searching Inforonics' off-line file, one has to wait a week to ten days before determining the location of a specific cataloging entry. Thus, the response time of OCLC is better than the combination of Inforonics off-line and on-line files.

On the other hand, Inforonics contains some features that are desirable for special libraries and other types of information centers. As seen in Table 3, OCLC is only available certain hours of the day when the majority of people are cataloging. However, Inforonics is available 24 hours a day, 7 days a week.

Table 3. Comparative Features of OCLC and Inforonics.

OCLC	INFORONICS
Variety of search parameters	Limited number of search parameters
Large file size	File size smaller than other databases
Full bibliographic information in record	Abbreviated bibliographic record
Online file contains all catalog records	Only portion of file is online
Variable online search time	Instantaneous online search time
Downtime during off-hours	Continuous hours of operation
Duplicate catalog entries	Lack of duplicate entries
Must catalog in standardized format	Variety in levels of cataloging
Output flexibility	Output flexibility
Option of private holdings file	Option of private holdings file

Another feature of Inforonics has to do with the existence of duplicate catalog records in the database file. At the Inforonics central headquarters, any original cataloging input into the database by a participating library is checked against the MARC records in the file for duplication before the entry is actually added to the database file. In contrast, no such standardized policing of files occurs in OCLC. It is up to individual participating libraries to inform OCLC headquarters of duplicate entries. Oftentimes, libraries do not have the time or staff to notify OCLC of any mistakes they have discovered. Thus, there is a tendency to have a greater number of duplicates in OCLC than in Inforonics. This number of duplicate records affects response time and computer storage space and may complicate the cataloger's decision in deciding if the displayed record is the appropriate one.

Lastly, Inforonics provides three levels of cataloging, including not only LC MARC II cataloging and local LC MARC cataloging but also temporary cataloging. Local MARC records may be added by Inforonics or by system users when LC MARC cataloging is unavailable. These local records conform to LC standards and include the fixed field information. Temporary cataloging—a shortened entry—allows the user to quickly receive cataloging products and create machine readable holdings. All temporary records input with a LC card number will automatically produce message cards when the complete MARC record comes along.

Despite these differences, OCLC and Inforonics do share some features. Both systems offer a participating library the option to create a private holdings file of the titles for which it has obtained catalog cards. As a result, no one else is able to discover what items another library has cataloged in the database. Although this privacy hinders interlibrary loans, it is extremely desirable to most scientific and technical libraries that deal with confidential information. In the Inforonics system, this holdings

file is created and maintained separate from the MARC II database and contains all the local library data.

Within the OCLC system, the creation of the holdings file is a more time-consuming, two-step process. Whenever a catalog record is accessed or input by a library, its cataloging symbol is recorded into the OCLC catalog record. Upon receipt of catalog cards, this library holdings symbol can then be deleted from the displayed catalog records. However, the symbol still remains on the archival computer tapes that are used to produce COM catalogs. Thus, one has to access the same catalog record twice to create a private holdings file.

Another common feature of these cataloging systems is their ability to provide great flexibility in the catalog output. For instance, catalog records can be made available in the form of catalog cards, book catalogs, COM catalogs, and computer typeset catalogs. In addition, both systems provide, at a price, magnetic tapes of the items a particular library has cataloged in the system. These tapes can be obtained by the library, mounted on an in-house computer, and made available to any user within access of the central computer. As a result, employees of a certain plant, or even a network of plants, can go to a nearby computer terminal and ascertain if the library has a particular item without actually going to the library. This service has great potential for the expansion of the library to include all possible users.

Conclusion

The comparison of the two databases indicates that OCLC contains catalog copy for a greater number of the Whitney Library's titles than does Inforonics. OCLC also has such features as a large number of search parameters, immediate verification of catalog copy, and an overall quick response time. On the other hand, Inforonics has a low incidence of duplicate records, the capability to produce a private holdings

file in one complete step, and a choice of cataloging formats. Although both systems share some desirable features, such as output flexibility, the study indicates that special libraries, especially the Whitney Library, would benefit more from participating in the OCLC cataloging database than the Inforonics database. However, all libraries are different, and it is up to individual libraries to determine which database more adequately fulfills their cataloging needs.

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C. Margaret Bell is information specialist, General Foods Technical Center Library, Tarrytown, N.Y.

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All About Jim

James B. Dodd
SLA President 1980/81

There is a restaurant in Atlanta named Mary Mac's which specializes in fresh vegetables prepared with a Southern touch, and it numbers among its loyal following Jim Dodd, the 1980/81 president of SLA. Jim likes to go there for lunch, order a plate of vegetables, and talk special librarianship and information management with his colleagues. It's not a bad way to combine your pleasures, after all. (Some of you may want to do the same in Atlanta next June.)

James B. Dodd is associate professor and head, Users Services Division, Georgia Institute of Technology Library. He has been at Tech since 1967 occupying several different positions, but the role in which he became known and in which he made such an impact on our field and on information access in the state of Georgia was as Coordinator of Service to Business and Industry, a position he held from 1968 to 1979. In that position Jim was a pioneer in online searching, offering online services within an aca-

demically setting and selling those services to clients in business and industry. He was performing online searches and instructing others in their performance long before any other academic institution in the state had begun such services—indeed, long before most university libraries nationwide had done so.

An integral part of Jim's sale of information services to business clients became his promotion of librarianship to these clients at the same time. Perhaps because he so regularly came in contact with professionals in other fields and other institutions who seemed not to understand what information people were all about, Jim developed a salesmanship for the profession which is noteworthy. He has always sought to promote information science and librarianship, and to reach out beyond the local SLA Chapter, beyond the Special Libraries Association, or beyond the profession to unite with others interested in information.

We can see him doing this same thing now as President of SLA, encouraging cooperation between the Association and other closely allied professional associations (ASIS, MLA, ALA among others) to the benefit and enrichment of all the associations. As SLA President he will have some real impact in this area. His current efforts toward cooperation evolve quite naturally out of the role he played as SLA's official observer at the White House Conference on Library and Information Services last fall, where he coordinated the activities of SLA members involved in the Conference. Jim feels that it is very important for SLA to work to widen the channels of communication among professional associations that the White House Conference helped to open.

After the Annual Conference in Washington this summer, Jim left for Egypt to work under a National Science Foundation contract awarded to Georgia Tech and funded by the Agency for International Development. The contract is for the design of an information handling system for Egypt, and Jim's role has been to teach the Egyptians how to write profiles for online searching. This is only the latest in a series of teaching positions he has held: he teaches in the School of Information and Computer Science at Georgia Tech, has been visiting lecturer in librarianship at Emory University (1972, 1977 and 1979); was instructor of library science, Division of Extension and General Studies, University of Virginia,

(1961/62); and prior to his career in library science, he was a secondary school teacher and head, Language Arts Department, Olney, Ill. (1948/51).

Prior to coming to Georgia Tech in 1967, Jim was assistant librarian (1952/53) and librarian (1953/55), National Reactor Testing Station Library, U.S. Atomic Energy Commission, Idaho Falls, Idaho; head, Information Services Section, Babcock and Wilcox Company, Atomic Energy Division, Lynchburg, Va. (1955/62); assistant professor and science librarian, Northern Illinois University, DeKalb, Ill. (1962/67).

Jim has been active in the Special Libraries Association for many years—at the Chapter, Division and Association levels. He has been a mainstay of the South Atlantic Chapter ever since he came to Atlanta and has occupied numerous positions in the Chapter including president (1970/71). He has worked for years to promote the Chapter, always seeking out potential members, encouraging new members, and expanding the Chapter's mailing list to include nonmembers with an interest in the field who might become members. Jim has also held a variety of positions in SLA Divisions,

among them chairman, Metals/Materials Division (1962/63). At the Association level he has served as chairman, Networking Committee (1978/79), among other assignments. A complete list of these activities can be found in the January 1979 *Special Libraries* [70 (no. 1): 37].

It is a testament to Jim's popularity and stature in the profession that at the South Atlantic Chapter's "Honor Jim Dodd Night" in May of this year the meeting room was crammed full of librarians, all of them colleagues, friends, or former students of Jim's, representing libraries of many different kinds and sizes. Jim spoke quietly and appreciatively to everyone there, and asked for their support in his work with SLA in the coming year. We are pleased to offer that support, and we are pleased that a President from Atlanta will be welcoming you to the Annual Meeting in Atlanta next June.

Esther M. Stokes
Emory University
Division of Librarianship
Atlanta, Ga.



Jim Dodd and colleagues relax over coffee between Conference sessions.



Strategy for Change

James B. Dodd

If you will think back to the early months of 1979, you may recall that I didn't go around the country saying, "My name is Jimmy Dodd, and I want to be your president." But nevertheless, here we are in Washington, and next year we're going to be in Atlanta. Since no campaign promises were made, there are none to be kept and none to be broken.

Two recent books seem to me to be particularly pertinent to our endeavors and circumstances in the information field as we use the beginning of a new decade as a time to take stock. They are *The Third Wave*, by Alvin Toffler, and *Managing in Turbulent Times*, by Peter F. Drucker.* Nothing could be more appropriate than that last title at this particular time. Information and new information handling techniques are at the heart of the turbulence that Drucker describes and are responsible for the third wave of civilization that Toffler perceives to be sweeping the world. SLA is in better shape now than it ever has been to deal with turbulence and rapid change. But we cannot afford to be smug and assume that we are or

ever will be perfectly poised to cope with the future. Many common threads run through both books. Read them for what they will cause you to think regarding our profession, as well as all other aspects of our lives.

The theme of this Conference is "Realities of the 80s," and we have heard a great deal about what lies ahead. I will make few predictions but will try to emphasize some efforts and methods.

What does lie ahead? Perhaps a brief look backward will help to lend some perspective on the future. In recent years we can recall certain highlights, problems, confrontations, and opportunities—all of them challenges.

SLA's impact on the copyright law revision was frequently mentioned this week.

Shirley Echelman led our discussion and decisions on the Equal Rights Amendment, an issue of extreme importance to this organization and one that in the end helped to bring us together rather than to divide us.

Vivian Hewitt's tenure was threatened with eclipse by Frank McKenna's untimely death. But we learned in the months that followed that we had real strength in our Association staff and in our president, and Vivian's term in office came to a close in the midst of a milestone event in the arena of international librarianship.

*Toffler, Alvin *The Third Wave*. New York, William Morrow and Company, Inc., 1980.

Drucker, Peter F. *Managing in Turbulent Times*. New York, Harper & Row, 1980.

Under Joe Dagnese's leadership we have seen and acted upon the opportunities raised by the White House Conference. We have grappled with the question of a dues increase. And we have broken in (not broken down) a new executive director—not an unpleasant task. Joining them presents an arduous task, a challenging endeavor, and above all a humbling opportunity. And I thank you for that opportunity. I predict only that it will be an unparalleled learning opportunity for me.

Let us not look too long or too longingly to the past. Whoever said that hindsight was better than foresight didn't know what he was talking about. Hindsight wears rose-colored glasses and has a bad case of astigmatism. What we need is foresight—and a lot of it.

I am not very much concerned about next year for SLA. The inertia in the system that keeps the machinery moving is good. It was put there by past Boards and Committees and the Association staff. As former president Bob Gibson told me, SLA will survive in spite of me. What I am concerned about is SLA and our profession—ten and twenty years from now. What does lie ahead? In the immediate future there will be problems and changes, maybe some big ones; we shall see. Budget problems, dues, reserve funds: all are problems to be dealt with, certainly, and they will be dealt with. But they must not, and will not, overshadow the truly important part of this or any other profes-

sional organization: the individual and collective actions and accomplishments of the membership.

Let us consider the long-range view. I offer to you the suggestion that we need more than a new logo. Last Saturday, the Board approved a motion authorizing the appointment of a special committee to study the current structure of Divisions and their activities, and to meet present and future needs of the membership. SLA's organizational structure has been and continues to be one of our strengths. But that structure may also be one of our weaknesses. We may be in danger of becoming overly fragmented. (Toffler calls it, more optimistically, *demassified*.) SLA may be so overly organized that the entropy of the system has increased to the point where we spend an excessive amount of time, energy, and other resources just on the business of keeping the organization going: writing and revising bylaws, reading the minutes and the treasurer's reports, holding business meetings, redundant publishing, and so forth.

We have long had subject divisions, organizational divisions, format divisions, and mission-oriented divisions. But lately we have had a trend toward divisions of another kind which cut across all subjects, types of organization, and format. The Documentation Division—now the Information Technology Division—was the first of this kind. More recently, we also have had the Library Management Division.



Jim Dodd chats with Patricia W. Berger, chief, Library and Information Services, U.S. National Bureau of Standards, and with Larry Walton, Conference Program Chairman, while Carlos A. Cuadra, president, Cuadra Associates, Inc., prepares for the start of Plenary Session III.

Other Divisions are Geography and Map Division, Publishing Division, and Telecommunications/Communications Division. Where is this trend carrying us?

We also consider the substance of our Annual Conference to be the responsibility of our Divisions. Yet a look at this year's Conference will show that plenary sessions and events sponsored by the Committees offer more than enough high-quality meetings to fill up the entire Conference week with no time left over to attend a Division-sponsored session. These are substantive content meetings, not just Committee meetings. Check again to see what programs have been offered by the Education Committee, Networking Committee, Research Committee, White House Conference Committee, Statistics Committee, Government Information Services Committee, Publisher Relations Committee, Positive Action Committee, and the TRISNET Coordinating Committee of the Transportation Division. Committees don't automatically have by-laws, allocations, bulletins, or elections.

SLA's structure is analogous to the structure of the entire information profession and to the specialization of the literature. Consider these examples:

1. In SLA we have a Sci-Tech Division, an Engineering Division, an Aerospace Division.

2. Similarly, among the information organizations there is an International Federation of Library Associations, a Council of National Library and Information Associations, a Special Libraries Association, and a Theater Library Association, among others.

3. In the literature, we find *Engineering Index*, *Metals Abstracts*, and *World Aluminum Abstracts*.

In all three cases one can enter the system at any one of several levels of specificity. There is also much overlap and redundancy, but not enough productive communication and cooperation among them. Now I am not saying that we should discontinue any Division or any of the other units I have mentioned, but our new Committee on Division Structure will have its work cut out in studying just this one small portion of the problem.

Change for the sake of change will not suffice. But resistance to change for sentimental reasons or because it has always been done that way is equally indefensible.

No one will argue that there may be legitimate business reasons and genuine need behind the establishment of new jour-



nals. But there are other reasons, too, some not so palatable. We all know how it goes: "If I can't get my articles published in your journal, I'll start my own journal, by golly!" The same motivations are behind the formation of any new organization. Most organizations come into being for legitimate reasons to meet a specific need. But there is a certain amount of boondoggling, too, isn't there? The surest way, and in many cases the only way, to get one's employer to pay travel expenses to a conference is to present a paper, serve on a committee, or get elected to office. There are only so many offices and only so many committees per organization. So if all slots are full, or if I don't like the way you run your organization, I'll form one of my own!

In academic circles, the activity is known as "publish or perish." Elsewhere, the phenomenon is that "the squeaky wheel gets the grease." These are two basic sources of "litter-ature," otherwise known as information pollution, a confounding factor in the information explosion. We don't need it. Least of all do we need it in an organization such as SLA whose purpose is to do battle with the monster. It is happening in organization after organization, in field after field. Let us not be part of the problem.

We are getting a new tool in SLA to help us fight the dragon. The *Specialist*, which after this conference will be published on a monthly basis, will relieve the Chapter and bulletin editors from having to reprint those notices and releases that come from SLA Headquarters, as well as speed the flow of news and other timely items throughout the organization.

Bulletin editors next year will have to fill their publications with more substantive material or drastically reduce the number of pages. As a suggestion, if you hadn't thought of it already, seek out student

papers. Have a contest to choose the best student paper from each library school in your area. Students are writing papers every quarter and semester. From my limited teaching experience, I can say that some of these are better than a lot of what gets published in the professional literature.

Do we need a new logo? Let us consider searching for a new name. Have you ever stopped to ask yourself why we are called *librarians*? It's because we work in libraries. Right? Yet, professionals who work in hospitals are not called "hospitalians" or "hospitalists." They are called nurses, physicians, surgeons, dieticians, and pharmacists. Similarly, people who work in laboratories are not called "laboratorians"; they are called scientists, researchers, chemists, and physicists. Of course any analogy can be carried too far. People who work in banks are called bankers and people who work in brokerage houses are called brokers. But these are buildings that house or control a lot of money, and we have a societal acknowledgement that power and respect lie with money.

In most other professions the job titles clearly indicate that the effectiveness, usefulness, power, and respect lie not in the building but in the people who work there. But with librarians the job title identifies us with a thing—the building—a static, passive, ineffectual symbol that gives no indication of the creative activity that goes on inside. The intellectual activity associated with libraries lies in the authorship of books and other materials in the building, and not with the people who work there.

Despite the pride that we may have in being librarians, the very name is a handicap. That this organization is so viable and growing in this age of rapid technological and social change is a real credit to our members.

In his book, Toffler writes that "Information is a raw material." It is the major raw material of our times. Rather than run out of it, we are in danger of being run over by it. This raw material in its impure form might also be called "litter-ature." It is our job to run it through a beneficent process, purify it, refine it, smelt it, alloy it, shape it, and otherwise process it into a useful product: pure information and knowledge. Then we must market it so that it will be used for the benefit of all.

Throughout all this processing and marketing of information, there is one common, and hopefully continuous thread: *communication*. Communication is an art, not a science. Communication is also our business. A good library is as much a communications medium as the newspaper, TV, and radio. It is our business to get the right information to the right person, even before that person knows that it is needed.

The theme of next year's Conference in Atlanta will be "Beyond Efficiency to Effectiveness." The phrase describes well the direction in which SLA has been moving and must continue to move. We must continue to come out of ourselves—within the organization, in the profession, and in the community.

A conversation I had a few years ago with Pepper Rodgers, the former football coach



Student members get acquainted at the President-Elect's Student Reception hosted by Information Handling Services.

at Georgia Tech, illustrates the setting in which we function. "Pepper," I said, "we all know how hard the football team strives towards its goal of being #1 in the national rankings. But did you know that our library is one of the leaders in its field? It has been for a long time, and it is not in any danger of losing that leadership."

Pepper answered me with, "That's OK, Jim. The trouble is, our library doesn't play their library."

Of course not. Cooperation, not competition, is the means by which we interact with other units and groups in our profession.

Because of the impetus and opportunity presented by the White House Conference on Library and Information Services, our efforts in cooperation and communication have been strongly centered during the past year on our role in the national information programs. Those efforts will continue and be enhanced during the coming year because of two recent actions. At a specially called meeting June 5, the Board of Directors looked closely at the resolutions issued at the White House Conference. The result of that meeting was the assignment of the resolutions of most significance to SLA to appropriate standing committees, or Divisions, or to the Association staff for monitoring and further action. The recently constituted NCLIS Taskforce on the Role of the Special Library in a National Network Program will serve as our focus of effort during the next two years.

Our international programs will be sustained. SLA's Executive Director will visit Sentokyo in September in conjunction with the IFLA Conference in Manila. All our work toward cooperative programs and the extension of reciprocal member privileges has so far been with other information organizations in the United States. During the coming year, we will investigate the possibility of similar arrangements with organizations outside the United States, particularly with the Canadian Library Association.

There are two other areas in which improved cooperation and communication are needed. One area that has already been mentioned is within SLA itself. Even though we are working to evaluate its structure and improve internal communications, our success at networking and other forms of cooperation outside the organization depend, to a large degree, on how well we manage these activities within the organization.

The other arena in which we are working is at the local level. Special libraries need to become more closely involved in state and local professional organizations, in local and regional networks, and in the local communities directly. Special libraries are *special*, but not so special as to be isolated.

The success of special libraries depends upon the special librarian. There is a difference between special libraries and special librarianship. Special librarianship is a state of mind, a method of operation, and it can be made to happen in any type of library. The spirit of special librarianship can best infuse and permeate our profession by increasing our individual and collective interfacing with other segments of our society. Local, state, provincial, and regional associations and our communities need special libraries as well as special librarians—and we need them.

For instance, the only way there could have been more awareness of special libraries before the White House Conference would have been to have had more local and regional participation by special librarians. In states where such participation was most prevalent over the years, special libraries had a greater involvement in the state conferences and in the state delegations. New Mexico, New York, Minnesota, Illinois, and Missouri, among others, come quickly to mind.

The spirit of special librarianship can best infuse and permeate our profession by . . . interfacing with other segments of our society.

We need participation in our Chapters by all members from all Divisions. What we don't need are Chapters, Divisions, and members that talk only to themselves. Our recent efforts to open and improve lines of communication within the organization have resulted in some remarkable improvements in a very short time, and I am confident that this trend will continue.

Again, what lies ahead? SLA is approaching its 75th anniversary, and we have a committee at work to help us determine just how we should celebrate this occasion in 1984. Looking backward is fine, but we must not turn back. We also need an organiza-



The new president receives the gavel from current president Joseph Dagnese.

tional sub-unit, such as a long-range planning committee, so that we can concentrate some effort beyond 1980/81 to the five, ten, or twenty years ahead as we approach the 21st century.

I have said that we need more than a new logo. Several good slogans were suggested during the logo contest. One was, "Looking Forward." Such a slogan is certainly appropriate for this place and time. As we act upon that suggestion, let us not have tunnel vision. Let us instead be aware of all that is going on that affects our profession and our lives. SLA does not exist in a vacuum; our jobs do not exist in a vacuum.

As for the effect of technology on our lives and our work, if you think we have been apprehensive about the effect of bubble memories, fiber optics, cable TV, Home Box Office, and other innovations on our institutional libraries—both profit and nonprofit, public and private—wait until we hear about the next major advance in technology. One final prediction: We can be

sure that these advances in electronics and communication are not the final advances in the field. No one knows what the next major advance will be or when it will happen. But consider, for instance, the possibility of controlled mental telepathy and ESP with amplification, encoding, and decoding of brainwaves so that we might communicate directly with each other without the encumbrance of the artificial symbols we now use. Think what an impact that will have on information storage, retrieval, and transmission.

As we begin a new Association year and a new decade, I hope that you are as eager as I am to learn what opportunities and challenges do lie ahead for our Association. Let us look ahead, move ahead, and—speaking of slogans—"Be Prepared."

Jim Dodd's speech was delivered at the Association's 71st Annual Conference in Washington, D.C.

President's Report 1979/80



The Realities of the 80s — Challenging SLA

Joseph M. Dagnese

The theme of the 71st Annual Conference of the Special Libraries Association is "The Realities of the 80s—Challenging the Individual." I have decided not to use the traditional state-of-the-Association format for the President's report. Rather, I will review a few issues which can be grouped under the theme "The Realities of the 80s—Challenging SLA."

The first challenge is that of the reality of the political process. Until very recently, SLA was essentially an apolitical organization. Our involvement in the congressional hearings on the Copyright Law revision changed our stance to active involvement in trying to influence legislation which was perceived as inimical to many of our members' libraries. In the last two years, SLA has become increasingly more involved in efforts to ensure the proper inclusion of our interests in emerging information policies.

The most widely publicized event of the year was the White House Conference on Library and Information Services. SLA was represented there. While we worked quietly, we worked effectively to include our interests in appropriate resolutions. The Board has identified areas of special interest and has taken steps to elucidate our position to appropriate implementation bodies.

We cooperated closely with other organizations to support legislation for the National Periodicals Center. Although substantive changes have been made by the Senate in the proposed legislation, we will continue to work toward implementing an acceptable bill.

SLA lent its support to the creation of an Assistant Secretary for Library and Information Services in the new Department of Education. The Secretary has announced her plan to place these activities under a Deputy Assistant Secretary. Even though the position is not what we sought, we are better off than at any time in the past.

Our Government Information Services Committee has monitored and submitted testimony concerning the revision of Title 44 of the United States Code, which concerns the generation, production, dissemination, and access to government information. This bill is a vital one in the future information policies of the government.

A proposed National Library and Information Services Act is now under discussion. We are concerned that the present proposed bill is not a "national" act and that the role of special libraries, as we understand it, is not defined. We will watch this carefully and will be certain to ensure our inclusion under a proper "national" act.

The National Commission on Libraries and Information Science has approved the establishment of a Task Force on the Role of the Special Library in a National Network Program, which will be jointly funded by SLA and NCLIS. The Association has recommended individuals from a broad spectrum of special library and information services to serve on the Task Force, which will hold its first meeting this fall. The outcome of the Task Force's deliberations will be a very influential report for future inclusion of special libraries in the total national information program.

In summary, these last two years have been very active politically. The items that have been mentioned are only the main issues with which we have been concerned. I must take this opportunity to thank all of our members who have worked so hard on these matters, with special thanks to those in our Washington, D.C. Chapter who gave unstintingly of their time and expertise. We must not slacken our efforts now or in the future.

The second challenge is that of the reality of cooperation with other information-oriented organizations. An active program seeking to establish ways in which SLA can cooperate with similar organizations was initiated this year. The President, President-Elect, and Executive Director met with other executive directors and officers to explore

been most helpful in legislative and funding matters.

In May 1980, officers of a number of information-oriented societies presented a panel at the ASIS midyear meeting, entitled "The Role of Information Professional Societies in the Development of Government Information Policy." The officers agreed to ask their respective Boards of Directors to allow the presidents to meet to evaluate the desirability of continuing intersociety dialogues to understand and define common issues pertaining to government information policies, and to evaluate mechanisms that could enable proactive ways to influence government information policies.

The thrust of these activities has been to bring our organizations closer together in shared programs and in areas of mutual concerns. It is critical that we speak, when appropriate, in as nearly a single voice as possible while still protecting our special interests. We have witnessed what can happen when our community divides on an issue. We must learn to speak to each other first, before taking a public stance that will set us at odds. I am not a pollyanna in this matter. But I am optimistic enough to think that we can work toward a level of intersociety cooperation which will ensure all of us a viable future in the information age. The alternative is certain to reduce our impact.

We can and must be leaders in shaping the future. It is imperative that all our members commit themselves to this end. . . . We are in the forefront now. We can be the bridge between today and tomorrow. Let us get on with it.

areas of mutual interests. As a direct result of these efforts, SLA and the Medical Library Association are offering joint continuing education courses at this Conference at Association membership rates. Also, ASIS members may register at SLA member rates at this Conference. SLA and ASIS will present a joint continuing education program at Association membership rates at the ASIS Conference in the fall of 1980 and the SLA Conference in 1981.

ALA headquarters in Chicago and its Washington Office have been very willing to work with us in exploring some cooperative ventures. The Washington Office has

The third challenge is that of the reality of SLA as an organization. The Association today is vastly different from what it was at its founding in 1909, and even from ten years ago. We have changed slowly over the years. The coming of the post-industrial society has speeded up the change process. Information-oriented societies, such as SLA, are very much in the middle of the evolving society. We must change, perhaps faster than we may wish.

I urge the members and future officers of SLA to examine the structure of the Association. Chapters, Divisions, Committees and other entities need to be reviewed and made

responsive to today's fast changing conditions. There are problems which are not always apparent. Occasionally one erupts and causes wrenching difficulties.

I believe that two actions will prevent many issues from becoming problems. The first is a review of the future needs and goals of SLA as an organizational entity and a consequent structure to reflect those needs and goals. The second is open and honest communications between all components of the organization. The closer we get to this ideal, the more responsive SLA will be not only to the needs of its diversified membership but also to its role as a major force in determining the future.

The final challenge is that of the reality of SLA's economic condition. No organization can maintain its viability, let alone its forward thrust, on a fixed income eroded year after year by inflation. A substantial portion of SLA's income is generated by members' dues and fees which have remained fixed for the last five years while costs have risen at unprecedented rates.

You, the members, have indicated needs which you expect your professional association to fulfill. The Board of Directors, which manages the affairs of SLA, wants to respond positively to these requests. At the same time, we are responsible for sound fiscal management. We cannot commit nonexistent funds for new programs, nor expand existing programs and commitments without an increase in income. To do other-

wise would be fiscally irresponsible.

A number of changes have been instituted which reflect members' requests. A monthly newsletter will begin in July. A government relations program has been implemented. Intersociety cooperation and exchange of programs have begun to bear fruit. To date, these programs have been funded by making changes in existing programs or by depending on the good will of our members' employers. SLA has exhausted its present resources. We need additional income which must come from a dues increase.

The challenge to SLA over the next several years will be to design the new programs and services you request. The challenge to all of us as members will be to support these services and programs financially in order to assure each of us our proper place in the information age.

In conclusion, let me say that the realities of the 80s are in fact challenges, challenges that must be taken up by each one of us as members of SLA. I would like to repeat here a slightly abridged version of the closing paragraph from my inaugural address a year ago:

We can and must be leaders in shaping the future. It is imperative that all our members commit themselves to this end. . . . We are in the forefront now. We can be the bridge between today and tomorrow. Let us get on with it.



TREASURER'S REPORT 1979/80

Dorothy Kasman



This financial report is for the period ended Dec 12, 1979. The amounts indicate rounded figures.

The General Fund, which is the operating fund of the Association, had a net loss of \$23,000; the fund balance total was \$56,800 at the end of the year.

New income from dues and fees was \$258,400. Additional income was derived from contributions, which amounted to \$4,900, and from several programs: the *Special Libraries Program*, \$21,900; and the *Education Program*, \$13,900. Two of our programs, however, showed deficits: last year's *Conference Program* showed a loss of \$11,600 and our *Promotion Program*, a loss of \$3,300. Total income for general operations was \$322,900.

However, our expenditures for general operations exceeded this amount by \$18,000. With a transfer of \$5,000 to the Reserve Fund, our net loss for the period was \$23,000. You may remember that the transfer to the Reserve Fund was a follow-through of the Board's approval of a Finance Committee recommendation that at least that amount be added annually to the Reserve Fund until a minimum, equal to the expenses for one year of operations, is accumulated. By Dec 12, 1979, our Reserve Fund balance was \$165,300. This is not quite 49% of the total expenses for operations, which were \$340,900.

In addition to the Reserve Fund, the following are the balances for our other funds: *Equipment Reserve Fund*, \$7,600; *Non-Serial Publication Fund*, \$105,100; *SLA Research Grants-in-Aid Fund*, \$6,600; and *Scholarship Fund*, \$107,500.

As for 1980, the General Fund budget is balanced with a \$200 surplus, achieved only after action was taken to defer to 1981 the annual transfer of \$5,000 to the Reserve Fund. Also, we are counting heavily on the financial success of the Annual Conference.

The Finance Committee has tried to examine our investments with an eye to shifting them in order to obtain a greater return. We are hoping that such a shift will be a source of greater income for the Association.

At the Winter Meeting, the Board of Directors approved the recommendation that management of SLA investments be transferred from Citibank to Merrill Lynch Asset Management, Inc. This action has been taken, and it is hoped that our investments will be better managed.

From last September through last March, we took advantage of higher interest rates that were in effect at the time. Our seven six-month savings certificates, totaling \$150,000, were spread among three different funds with interest rates ranging from 10½ to 15½.

While positive actions have been taken to increase income, there can always be unexpected expenses to offset them. It is hoped that the increase in dues will be voted on affirmatively at the Annual Meeting, for this, too, would be a source of greater income to the Association. During the period from Mar 31, 1979 to Mar 31, 1980, the membership increased by 202, an increase of 2.1%. Member recruitment should be actively pursued, not only for the sake of increasing membership but to take care of the attrition which takes place each year for various reasons.



CHAPTER CABINET REPORT 1979/80

Fred W. Roper

The Chapter Cabinet, consisting of the presidents and presidents-elect of the 50 Chapters, has had a busy and productive year. The emphasis of the Chapter Cabinet officers has been on trying to communicate more effectively to the Chapter members the background for decisions made by the Board of Directors, while attempting at the same time to keep the Board informed of Cabinet concerns. To assist in the process, we began an irregular newsletter entitled *Chapter Cabinet Occasional Notes*. The timely reporting of Board activities by the Association Office, in response to the need expressed by the Cabinet at the Winter Meeting, has been of great value in enabling the widespread dissemination of Association activities.

Keeping in mind the advisory nature of both Cabinets and the need for greater understanding of both Board and Cabinet actions, the Chapter and Division Cabinet officers have worked closely together. One result has been the greater utilization of the joint Cabinet meetings for discussion of matters of mutual concern to both Cabinets. This has been particularly helpful in the discussions at the Winter Meeting and the Annual Conference on the proposed dues

increase and other matters relating to the Association's finances. The members of both Cabinets have participated freely in the discussions and have evidenced their concern over Association-wide matters. We commend the Chapter and Division Cabinet members for their responsiveness and their participation.

A particular concern of the Cabinets has been greater involvement in the determination of allotments. Toward this end, the Chapters will be asked to provide the Chapter Cabinet Chairman with information on each Chapter's needs. The recommendation that is made to the Board of Directors at the Fall Meeting will carry input from the Chapters.

Growth in the number of Chapters within the Association has been a highlight of the 1979-80 year as the number of Chapters increased to 51. At the Winter Meeting, the Central Pennsylvania Provisional Chapter was accorded full Chapter status by the Board of Directors. On Saturday, June 7, the proposed San Andreas and Western Michigan Chapters were granted full Chapter status by the Board. These two Chapters had a sufficient number of members petitioning for Chapter status to be able to receive full

status. A proposal for provisional status for a Chapter to encompass parts of Iowa and Nebraska will be considered by the Board of Directors on Friday, June 13.

During the year, as these Chapters have worked toward full status, two things have become evident: 1) communication between Chapters involved in the formation of a new Chapter is most important; and 2) there is a perceived need for clarification of the guidelines for achieving Chapter status. The Chapter Cabinet officers congratulate these new Chapters and urge them to become actively involved in Cabinet activities.

Anniversaries were observed by two Chapters: Florida celebrated its 10th anniversary, and Philadelphia its 60th.

The annual reports of the Chapter Presidents reflect a number of common concerns and interests. Concern over attendance at Chapter meetings was noted by a number of presidents. Chapters within a large geographical area are facing the problem of high costs of gasoline and a greater reluctance to go long distances for Chapter meetings. Several Chapters have planned meet-

ings on a regional or local area basis rather than Chapter-wide meetings. Chapters located in urban areas also noted greater difficulties in attendance.

More cooperative efforts with other associations were reflected—at the local, state, regional, and national levels. A number of Chapters indicated more activities with state library associations. The continuing interest of the membership in workshops, seminars, and other continuing education activities is amply reflected in the number of extensive educational programs which were held. And although there is concern over the effects of the economy on Chapter activities, the prevailing mood of the reports of the Chapter Presidents is one of optimism for the future.

Serving as Chapter Cabinet Chairman has been a tremendous learning experience for me, and I am honored to have had this opportunity. I have great confidence in the future development of Chapter Cabinet activities and in the continued utilization of the Cabinet as a major means of providing input into Association decisions.



Conference attendees enjoy a relaxing evening reception in the Great Hall of the Library of Congress.



Division Cabinet Report 1979/80

Patricia Marshall

With the granting of full Division status to the Telecommunications/Communications Division at the Winter Meeting in San Antonio, we now have 29 full Divisions and no provisional Divisions. The Military Librarians Division celebrated its 25th anniversary this year. It has been a busy and productive year with an emphasis on attracting new members, communicating with current members, and searching for new and viable projects.

All Divisions have produced a bulletin or newsletter, and the standard attained is attested to by at least one now having an ISSN number and others being picked up in national abstracting and indexing services. The abbreviated Association Directory has caused most Divisions to issue some form of listing for their members, either in their bulletins or as a separate entity. Most have included telephone numbers, which has, in some cases, proved quite a substantial undertaking, making many aware of the costs involved in any kind of directory publication.

There has been increased cooperation between Divisions and the Headquarters staff in the area of Division-sponsored publications. A plethora of cosponsored events at the Annual Conference and the sharing of hospitality suites by Divisions usually thought to have widely differing interests certainly indicates that members are cooperating among themselves. Overseas attendance at Conference continuing

education courses is, I think, a first at this Conference and a step forward in international cooperation.

Projects abound in various stages of completion, many of which will be of interest to the entire library community. Some good conference-oriented ideas have emerged, such as brochures announcing a Division's program; publishing abstracts of papers read at a Division's meeting with the offering of the full text at a nominal fee—these ideas and many more, have kept Committees and Division officers and the members busy throughout the year.

Some Divisions are having problems maintaining their numbers and finding people willing and able to undertake office. I think it should be stressed that while at one period it might seem practical to "split off" segments from one Division to follow a new interest (in recent years energy, the environment, telecommunications, and others have all sprung into prominence), it may also seem practical for Divisions to merge should new Divisions prove to have similar interests. This will ensure stronger involvement in a slightly wider area and provide a larger "financial and people pool" to draw on for Division officers and projects.

In closing, may I thank you for the opportunity to represent you on the Board. It has been an enjoyable and great learning experience for me, and I hope I am now a lot more understanding of the dilemmas facing the Board of an association such as ours.

Report from the Executive Director

David R. Bender



Today I do not seem to be thinking about some of the same issues as I was in 1979. Frankly, I do not know if I have changed my thinking or if those around me have changed theirs. Many of the issues that seemed very important then now seem acutely unimportant, and those that appeared either irrelevant or were nonexistent a year ago are now extremely important. We are faced by a decade of crisis management—both within the Association and within our individual libraries. We are continuing to learn that our resources are not limitless; therefore, priorities must be set concerning the amount of and the consequences for distributing the resources to perform program activities. The Association's goals must accommodate the following priorities:

- 1) to act as an energetic and effective advocate for the development and maintenance of special library and information programs;
- 2) to interpret the purposes of a special library and information program to a broader constituency;
- 3) to advocate forcefully within the sphere of government relations the role and purposes of special libraries;
- 4) to provide special librarians with membership services which address their needs;
- 5) to work cooperatively with other associations whose purposes are compatible with SLA's;
- 6) to establish within the Association an organizational structure that will enhance the growth and purposes of the Association; and
- 7) to serve as an international association which represents a broad range of professionals, represents the interests of these professionals, and speaks to their needs.

The Association must be a mirror of the membership and the events occurring in the field of special librarianship. This does not mean to imply that the Association should only sit back and wait to reflect what is happening around it. The Association must take an active role in helping to form the mirrored reflection. Therefore, the task ahead for SLA's leadership—both the elected and the staff—in this age of scarcity is to create a climate that will enable the Association and its membership to advance by doing what we know we must. We must mutually explore blocks to build upon and avoid the blocks over which we might stumble.

This past year has been an exciting, stimulating, challenging, and very pleasant one for me. When Vivian Hewitt indicated that I "would not mind having SLA's 11,500 members as bosses," she was correct. Let me assure you that her words were accurate for most of the year.

In my ten Chapter visits and other travels, I have found the membership to be knowledgeable, hard-working, and energetic. You have been open to discussing areas of mutual concern and receptive in hearing answers which were not always to your liking. We must strive to maintain and build upon a more effective communications system. Effective communications is the lifeblood between the Association and the membership. It must tell you about new programs and changes in existing services; it must keep you informed of new techniques you need to know in order to be more effective in the performance of your responsibilities; and it must alert you to new challenges you will have to face in the future.

This past year the staff of the Association has spent many hours studying the publications program and examining alternatives.



The approval given by the Board of Directors at the Winter Meeting to change the frequency of *Special Libraries* to a quarterly journal and to issue a monthly newsletter is a most significant event. At least in my thinking, this will enable the Association to better communicate with you in a more timely and cost-effective manner.

Much as a river finds its true course so shall this Association find its best course by a process which combines careful analysis and observation of activities and people. Events once set in motion cannot be contained by the notion that there can be no change because "we have always done things this way." Change is the law of life: we must be firm, yet patient, in conveying this message.

The past year has brought many changes to the Association, including the new staff organizational plan, the staff evaluation and planning program, the new budget preparation procedure, new cooperative arrangements with other associations, a new, diversified government-relations program, new conference-planning procedures, new accounting procedures, the establishment of the Special Programs Fund, and development and refinement of the continuing education program. The staff continues to develop performance plans which reflect our accountability for our program activities. Every effort is being made by the Board of Directors and staff to operate the 1980 Budget within approved budgeted allocations, thus ensuring that 1980 will end with, at least, a balanced budget. We must continue to concentrate upon the development, within available resources, of a full and rich program of membership services that will continue to serve SLA's growing and diverse membership. SLA's membership today numbers 11,238. The Association has 51 Chapters and 29 Divisions. We need a significantly expanded publications program to provide leadership and guidance

for the professionals who look to SLA for this and to provide greater income for the Association, thus allowing greater membership services. This endeavor will provide a rich offering of programs and services to support the needs of the Association. The 1979 "SLA Salary Survey Report," published in the December 1979 issue of *Special Libraries*, is the Association's fifth triennial survey since 1967. The 1979 survey includes several new features, among which are comparison of salaries by type of institution within each Standard Metropolitan Statistical Area; comparison of salaries and primary responsibility with type of institution; and comparison of male and female salaries as a function of years of experience, supervisory responsibility, and type of organization. While focusing upon employment, I should report that the Employment Clearing House has had a busy year. At the Conference alone, over 111 positions available have been listed with 185 individuals registered ratio approx. 1.7 to 1—average salary \$15,000.

The White House Conference on Libraries and Information Services was undoubtedly a most significant event in 1979. A number of SLA members were selected to serve as part of their State delegations. The Association was represented by James Dodd, Official Observer, and me Delegate-At-Large. To assist in preparing Delegates for the Conference and to spread the word about the role of special libraries, the brochure titled "Issues for Delegate Consideration" was prepared by the SLA Special Committee on the White House Conference on Library and Information Services and distributed. A number of follow-up activities have occurred since the conclusion of the Conference. The most recent took place this past Thursday, June 5, 1980, when SLA's Board of Directors met in an all-day session to examine the resolutions adopted by the White House Conference Delegates,



Ron Copen, Fanny Simon, Lucille Gordon, and Edger Tafel share a laugh at the Publishing Division's Book and Author Luncheon.



Jim Tchobinoff, Minnesota Chapter President, makes a motion from the floor.

and then establish SLA's priorities for further action. Additional study and the monitoring of these priorities will be done by appropriate SLA Committees, Divisions, and individuals.

The information services provided by the Association Office have improved markedly as a result of the completion of the cataloging of the SLA library and a thorough weeding and reorganization of the Association's archives. Hence, the manager of information services has improved resources for responding to inquiries about special librarianship and the history and development of SLA. Since completion of the cataloging and reorganization of the archives, there has been increased usage of the Association's Information Services Department by members, staff, and nonmember librarians.

SLA Conferences continue to grow in size and complexity. At 5:00 p.m. last evening there were 3,865 registrants for SLA's 71st

Annual Conference. As you know, the Conference exhibitors are an extremely important group of people to the workings of the Association. This year there are 217 exhibit booths and 192 exhibitors attending the Conference. Their assistance and support are greatly appreciated.

I affirm to you my commitment to the development of strong and cooperative links to other professional and trade associations whose cause is complimentary to ours, while even mindful to work toward improving and maintaining an open and harmonious relationship with SLA's own Chapter and Divisions. Such cooperation is a matter of good sense and good manners. For this work together, let us share a common understanding and respect for one another. Let our challenges be born of an understanding and loyalty to our goals which gives us the confidence and spirit to do what must be done.

Now is the time for SLA to take longer strides, to establish new directions and refine the goals of the Association, and to take a leading position in the information field, all of which may be the key to our future within the library and information profession. As President Kennedy said during the early days of our space program: "For while we cannot guarantee that we shall one day be first, we can guarantee that any failure to make this effort will make us last. We take an additional risk by making it in full view of the world; but . . . this very risk enhances our stature when we are successful."

The Association's mission for the future is clear: to make a better product for the membership. That product is a package of services that will continue to meet the professional needs of information specialists in an era when continued and frequent changes in technology are expected to influence dramatically the creation of information and its subsequent storage and retrieval. The SLA staff will devote its major efforts toward providing you, the members, with services that will assist you in coping with these anticipated advances in information technology. After all, service to the membership is the ultimate goal of SLA and indeed our reason for existence.

These remarks were presented during the Annual Business Meeting, Jun 11, 1980, during SLA's 71st Annual Conference in Washington, D.C.

Actions of the Board of Directors Chapter, Division, and Joint Cabinets Annual Business Meeting June 6, 7, 10, 11, 13, 1980

The Board of Directors of Special Libraries Association met Jun 6, 7, and 13, 1980, during the 71st Annual Conference of the Association held at the Washington Hilton Hotel, Washington, D.C. The Chapter, Division, and Joint Cabinets met Jun 10, 1980. The Annual Business Meeting was held Jun 11, 1980. The following is a summary of the actions taken at these meetings.

Chapter Cabinet

Chapter Growth Award—The Committee to study the continuation of the Chapter Growth Award presented its report to the Cabinet. After considering a motion to expand the award to have an annual presentation in each of three categories, small, medium, and large, the Cabinet voted by a 67% majority to recommend that the Board discontinue the award.

Legislative Awareness Group Recommended—The New York Chapter president brought a recommendation to the Cabinet that the Board establish a structure at the national level to monitor legislative activities affecting special libraries and SLA members. The Cabinet approved the recommendation and sent it to the Board for action.

Professional Salary Minimum—A motion was again passed at the Chapter Cabinet that the minimum professional salary be listed as \$12,500 in *Employment Opportunities*. This motion was brought up in San Antonio at the 1980 Winter Meeting (see pp. 240-241 of the April issue of *SL*).

Division Cabinet

Student Activities—The Cabinet expressed its concern over the recent demise of 19 SLA student groups and the implications this will have for attracting new graduates to special libraries.

Joint Cabinet

Budget Concerns—A Minnesota Chapter resolution presented to the Joint Cabinet

requested the Board to implement the proposed dues increase only if the Association finished FY 80 with a balanced budget, i.e., at least \$1.00 surplus in the Operating Budget of the Association. The question was called following minimal debate and was defeated.

Replenishing the Reserve Fund—Concerned that the Reserve Fund was not being increased quickly enough, the Minnesota Chapter recommended to the Cabinet that the Board transfer 10% of the Association's annual dues income to the Reserve Fund. Since the question was called, the discussion was limited. However, it seemed to be the concensus of the Joint Cabinet that the Board itself was in the best position to judge how much could be set aside each year in case of an emergency without retarding the ability of the Association to supply member services. The motion was defeated.

Self-Supporting Continuing Education Program—This resolution, adopted by the Minnesota Chapter, was withdrawn by the Chapter president upon learning that the program is already self-supporting.

Handling Unbudgeted Expenses—The Minnesota Chapter proposed to the Joint Cabinet that future unbudgeted expenses, such as the copyright legislation program, be handled in either of two ways: 1) a contingency fund within the General Fund or 2) a policy to indicate that unbudgeted expenses be paid from the Reserve Fund and not from operating funds. In this way normal activities of the Association could continue for the fiscal year without interruption. The Joint Cabinet recommended this proposal to the Board of Directors.

Annual Business Meeting

Honorary Member Elected—Ralph H. Parker, Dean Emeritus, School of Library and Information Science, University of Missouri, Columbia, was elected Honorary Member by voice vote.

Dues Increase Passed—After an extended discussion and several proposed amendments which failed, the members present and voting passed the motion to increase dues, effective Jan 1, 1981, to \$55 for Members and Associate Members, \$12 for Student Members, and \$250 for Sustaining Members.

Percentage for Fees Changed—The proposed motion to set fees for each extra Chapter and Division affiliation at 20% of Member annual dues was amended. The amended motion set the percentage at 15% of Member annual dues. The amended motion passed. As of Jan 1, 1981, the fee for each extra Chapter and Division will be \$8.25.

Logo Contest Winner Announced—The Secretary to the Board announced that the winning entry was submitted by Mark and Mary Seng.

Board of Directors

Bylaws Changes—In 1978 several recommendations for change in the SLA Bylaws were not passed because an insufficient number of ballots were returned. These recommendations were published in the February 1978 issue of *Special Libraries*, pp. 77-79. They concern the election procedure for Honorary Members, alternates representing officers at Chapter and Division Cabinet meetings, annual reporting dates for Chapters and Divisions, affiliation with other organizations, and the percentage of mail ballots that must be returned by the membership in order for the ballot to be valid. The Committee will reconsider these amendments and report at the 1981 Winter Meeting.

A petition signed by 41 members recommended that a mail ballot be used to poll the members for an increase in dues and fees. The petition was referred to the Bylaws Committee with the comment that the Board endorsed the idea in principle.

Membership Directory—As required by a Board action last year, the publishing of a membership directory was discussed. The Board, realizing that the budget contained no funds to publish a directory this year, authorized the publication of a membership directory with phone numbers by June 1981. The directory will be similar in format to previous directories and will be provided as a member service.

Education Activities—Since 1974 SLA has debated whether to pay speaker fees and honoraria for continuing education activities. A special committee reconsidered this policy in the first half of 1980. As a result of the committee's suggestions, the Board rescinded its previous actions concerning fees and expenses. In the future all instructors will be paid a fee for teaching a continuing education course whether they are SLA members or not. Fees for instructors will not exceed \$500; the exact amount will be determined by the Manager, Professional Development. Travel, lodging, and per diem expenses will be paid according to the SLA Travel Policy.

SLA members participating as expert/consultants at SLA-sponsored activities will receive the same consideration for remuneration as instructors, in compliance with appropriate SLA policies and procedures.

Minimum Professional Salary—The issue of raising the minimum starting professional salary as stated in *Employment Opportunities* to reflect the lowest quartile salary reported in the SLA salary survey was again considered by the Board in response to the request of the Chapter Cabinet. The lowest quartile salary in the 1979 salary survey was \$14,800. The motion was defeated. (See pp. 240-241 of the April 1980 issue of *SL*, and p. 424 of this issue.)

Nominating Committee Guidelines—Under the Bylaws of the Association, the two senior Directors present five candidates to the Board for election to the Nominating Committee, one of whom was the chairman in the immediately preceding year. This structure requires the past chairman to serve a "lame-duck" term on the Committee. It was recommended by the Nominating Committee chairman that the Bylaws be changed so that a chairman-elect can be designated by the two senior directors. This individual will then serve as the Committee chairman the following year. Since a Bylaws change will be necessary to implement this recommendation, the issue was referred to the Bylaws Committee.

A new form designed to equalize the amount and content of the biographical information collected from candidates for distribution to the members with the ballot was adopted. In addition, the SLA Travel Policy will be appended to the Committee's guidelines.

Conference Contributed Papers—The chairman of the subcommittee on Contributed Papers for the Washington Conference recommended to the Board that a committee be established to ascertain whether it is desirable to continue Conference Contributed Paper Sessions. Among the problems cited were the quality and quantity of papers received and the conflict with Division sessions.

The Board authorized the president to appoint a special committee to establish procedures for announcing, monitoring, and evaluating Contributed Papers. A report is due in June 1981.

Chapter Activities—At the 1980 Winter Meeting the Western Michigan Chapter was granted Provisional status. During the spring, boundaries mutually agreeable to the Michigan Chapter were established and the Western Michigan Chapter's bylaws were approved. Therefore, the Chapter was granted full status.

Over 100 members of the San Francisco Bay Region Chapter petitioned the Board for approval of a new Chapter to be called the San Andreas Chapter. Full Chapter status was granted.

In response to a petition of 16 members, an Omaha Area Provisional Chapter was established.

The chairman Pro Tem of the San Andreas Chapter brought his concern over the lack of clear guidelines for agreement on Chapter boundaries to the Board and questioned whether boundaries should be included in Chapter bylaws. After discussion of the issue, the matter was referred to the Chapter Cabinet Officers for clarification. The officers will report to the Board at the 1981 Winter Meeting.

Division Activities—Following a discussion of the areas of interest of newer Divisions, the Board asked the president to appoint a special committee to study the current structure of Divisions and their activities and make recommendations for changes which reflect potential activities and which will meet future needs of the membership. A preliminary report will be made at the 1981 Winter Meeting.

Government Information Policies Discussed—At the ASIS midyear meeting a panel made up of presidents and presidents-elect of information-oriented societies discussed "The Role of Information Professional Societies in the Development of

Government Information Policy." In order to continue the dialogue, the Board authorized the SLA president to continue to meet with this group to identify common issues and to evaluate better ways of cooperating to shape government information policies.

Special Libraries in Commerce and Industry—The National Center for Education Statistics (NCES) plans to revise the 1977 survey of special libraries in commerce and industry with which SLA had been involved. The executive director requested Board authorization to explore, develop, and implement a plan for the resumption of SLA's involvement in the survey. A progress report will be made at the 1980 Fall Meeting.

SLA has been reimbursed by NCES for the expenses incurred while involved in the project two years ago. These funds will be used by the joint SLA/NCLIS Task Force on the Role of the Special Library in a National Network Program.

Student Relations—In response to the concern expressed at the Division Cabinet meeting, the Board asked the new Student Relations Officer to prepare a report on plans for student activities at the 1981 Annual Conference. The report will be presented at the 1980 Fall Meeting.

Federal Government Activities Clearing House—The Chapter Cabinet recommendation to establish a clearing house of information about federal government activities affecting the professional concerns of the Association and special libraries was discussed by the Board. Since no enabling action was necessary for staff to consider this issue, a specific recommendation for the structure of this mechanism will be presented to the Board at the 1980 Fall Meeting.

Research Grants-in-Aid—At the request of the Committee, the Board voted to amend the "Policies and Procedures" for making grants. Proposals will be considered twice each year and must be postmarked Oct 1 or Mar 1 to be considered in November or April of each year. Funds to be granted may not exceed one-half of the Research Grants-in-Aid Fund balance at the beginning of the fiscal year. This new wording will increase the amount available for any one project.

Librarian's Job Description Revised—In order to bring the job title into conformity

with the department name and with other department heads and to encourage the use of SLA as a source of information on special librarianship, the executive director recommended a change in the librarian's title. The new title is Manager, Information Services Department.

Chapter Growth Award—In accordance with the recommendation of the Chapter Cabinet, the Chapter Growth Award was discontinued.

Special Program Fund—Approximately \$4,000 has been donated to the Special Program Fund set up by the Board last year. SLA has received \$2,970 in unrestricted gifts in the memory of Frank McKenna. With the approval of the Finance Committee, the Board acted to transfer these funds to the Special Project Fund.

1982 Conference Program Chairman Chosen—In Executive Session, the Board appointed Marilyn Johnson 1982 Program Committee Chairman. Other members of the Committee are Jean K. Martin, Richard Wallace, and Gladys Ann Wells.

1981/82 Scholarships and Stipends—At the joint recommendation of the Scholarship and Positive Action Program for Minority Groups Committee, the Board approved the awarding of up to three \$3,000 scholarships and three \$2,000 minority stipends for the 1981/82 academic year.

Stipend Eligibility Requirement Changed—For a number of years the Positive Action for Minority Groups Committee has felt an obligation to potential minority stipend applicants who are not yet citizens of the United States or Canada but who are in the process of becoming citizens. The Committee, therefore, recommended that the wording of the guidelines be changed to indicate that applicants must be citizens or "submit evidence of becoming naturalized at the beginning of the period of [the] award." The Board approved this recommendation. However, in light of the international nature of SLA, the Board requested that the Scholarship and Positive Action for Minority Groups Committees review the eligibility requirements for scholarships and stipends.

Site Rotation for SLA Meetings Approved—In an attempt to equalize travel distances for members in various parts of the United States and Canada, meetings during a year are generally distributed across the North American continent. In order to provide a more orderly arrangement of these meetings, a site rotation chart was presented to the Board for its approval. The chart indicates areas in the North, East, South, West, and Middle of the continent through the year 2,000.

Wilson Award Guidelines—An ambiguous statement in the guidelines of the H. W. Wilson Company Award for the Best Paper



1980/81 Board of Directors. Standing (l. to r.): Treasurer Dorothy Kasman; Directors Mary Vasilakis, Pat Molholt, Jack Leister, Sandy K. Hall, and Jacqueline J. Desoer. Seated (l. to r.): Division Cabinet Chairman Ruth S. Smith; President-Elect George H. Ginader; President James B. Dodd; Past-President Joseph M. Dagnese; and Chapter Cabinet Chairman Didi Pancake.

in *Special Libraries* caused the Committee some concern. The line indicates that "Articles by library school faculty members shall be critically reviewed." Since all the papers published in *SL* are critically reviewed, the intent of this statement is not clear. The Board voted to delete the statement but referred all the guidelines to the Committee for review. The Committee will also consider the difficulty caused by articles written by members of the committee. A report will be made at the 1981 Winter Meeting.

Publications Committee—The definition recommended by the Committee on Committees (ConC) for the new Publications Committee was approved to read: Three members appointed for overlapping terms of two years each. The Committee shall serve in an advisory capacity to the Manager, Publications Department in planning the scope and subject matter of the Association's serial and non-serial publications. (Association Office contact is the Manager, Publications Department.)

For a one-year period the Board authorized the payment of a 25% prepublication fee to authors supplying camera-ready copy for non-serial publication projects. The whole issue of royalty payments was referred to the Publications Committee for a report at the June 1981 Board Meeting.

Program Committees—At the 1980 Winter Meeting the Board asked the ConC to study the size and composition of the program committees.

The size of the Education Committee was increased by the Board at the Winter Meeting from five to seven members. The ConC recommended an increase in the size of the Networking and Standards Committees to accommodate special representatives.

An editorial change in the definition of the Government Information Services Committee was accepted without a formal vote. The Committee definition had specified that one member would be from the Montreal or Toronto Chapters. The new wording omits a specific Chapter reference by indicating "one member from a chapter in Canada."

Consultation Service Committee—The Board heard the concern of the Minnesota Chapter Consultation Officer regarding the guidelines for consultation visits. The 1980/81 Consultation Committee was asked to formulate new guidelines for the selec-

tion of consultation officers, for conducting interviews, and for compensation. A report will be made in June 1981.

Future Annual Conferences—The March issue of *Special Libraries* carried the announcement of the available alternate sites for SLA Annual Conferences in 1986, 1987, and 1988. After a discussion of the advantages and disadvantages of each site, the following choices were made: Jun 7-12, 1986, at the Hynes Veterans Auditorium and Boston Sheraton Hotel, Boston, Mass; Jun 6-11, 1987, at the Anaheim Convention Center, Anaheim, Calif.; Jun 11-16, 1988, at Currigan Hall, Denver, Colo. Last January the Board approved the site of the 1989 Annual Conference. It will be in New York City, Jun 10-15.

Winter Meeting Sites—The following tentative dates and site were selected for the 1984 Winter Meeting: Colorado Springs, Colo., from Jan 25-27. Two hotels are under consideration for this meeting. However, a final decision will not be possible until an acceptable proposal has been made.

Finances—Each year, to aid in the development of the budget for the following year, the staff submits a projection of Association membership to the Board. Anticipating a decline in the rate of membership growth as a result of the dues increase, staff projected a 1.1% increase for FY 81. The rate of increase in 1979 was 2.3%. The total membership on Jun 1, 1980, was 11,252.

Cooperative Activities Committee—A special committee will be established to identify areas for cooperation between SLA and MLA.

75th Anniversary Committee—The Committee request for \$5,000 to set up an Anniversary Fund to be increased each year until 1985 was denied. Instead, the Finance Committee recommendation that the Association celebrate its 75th anniversary "in such a way as to advance the image and role of special librarianship, and that budgetary allocations be set aside once definitive plans have been developed" by the committee was passed.

The Committee request for two additional members to help in setting priorities for the celebration was approved.

Guidelines for Representatives—At the Winter Meeting a special Committee "to evaluate and, if necessary, revise the present

guidelines" was appointed. [See *SL:240* (Apr 1980).] The Committee studied the existing guidelines and determined that the kinds of organizations to which representatives are appointed are too varied for a more detailed set of guidelines to be applicable. They recommend that incumbent representatives develop procedures manuals and asked the Association Office to make sure all policy statements and other information was distributed to representatives promptly. The Committee was dissolved at its request.

New Representatives Appointed—In response to a request from the Committee, the Board approved a representative to the American National Standards Committee Z-39 Finance Committee. Z-39 deals with library work, documentation, and related publishing practices.

At the request of the ASIS representative to the Board of Documentation Abstracts, the SLA Board reconsidered its 1976 action to terminate SLA's sponsorship to Documentation Abstracts and Information Science Abstracts. It is hoped that by reestablishing a representative to Doc Abstracts SLA will have input on the content and coverage of *ISA*.

At the request of the SLA president, a representative to the Canadian Association of Special Libraries and Information Services (CASLIS) was approved.

WHCLIS Committee Dissolved—At the recommendation of the Committee, the Special Committee on the White House Conference on Library and Information Services, having fulfilled its charge, was dissolved with the sincere thanks of the Board.

The president-elect will coordinate follow-up activities on the conference.

Advertising Rates Increased—Advertising rates for *Special Libraries* were set at their

present level in 1978 effective the following January. Prior to that, the rates had remained constant for four years. The new rates become effective Jan 1, 1981. A full-page ad will be increased from \$285 to \$350 per page.

Contingency Fund—The Joint Chapter and Division Cabinets recommended that the Board consider setting up a contingency fund within the General Fund for extraordinary expenses or paying for such expenses directly from the Reserve Fund. The recommendation was defeated.

It seemed to be the sense of the Board that although the idea was useful, the money would still come out of the same General Fund. Pat Molholt, a member of the Finance Committee, expressed her willingness to look at the idea of a contingency fund and further consideration of this idea can be expected by the Finance Committee.

The Reserve Fund is not a program fund. Therefore, it would be inappropriate to use it for member services.

SLA Staff Benefits—At the recommendation of the Association Office Operations Committee, a Base Salary and Step Pay Plan was approved. A new pay grade was established for the assistant executive director in the range between department heads and the executive director.

A revised annual leave schedule was presented to the Board at its request. The plan is based on the number of years of employment and applies equally to all pay grades.

Staff Position Authorized—In order to fully implement the expansion of the publications program endorsed by the Board and presently underway, an assistant editor position was authorized to begin Jan 1, 1981. The funds for this position will come from the non-serial publications fund.

Washington Highlights

Suddenly it was June and that always means Conference-time for Special Libraries Association. From the air, Washington, D.C.'s white monuments glittered in the sun separated by wide expanses of green lawn. The impression was that of a sleepy, small town. That impression quickly changed, however, once you entered the airport. There was a feeling of purpose. People may have moved slowly in the afternoon heat, but there was no laziness in the movement. There was an indefinable feeling of importance.

After all, government is the major industry in Washington, D.C. This beautiful city is the capital of a major country. It is a power center. Whatever happens or does not happen here is important. This sense of consequence gives the city its third largest industry: the media.

The town Washington was twenty years ago has disappeared. One resident proudly stated, "Washington has, at last, become a city." There is theater, the National Symphony Orchestra, and "expense-account" restaurants. Another resident, with a twinkle in her eye, postulated that there is probably a mathematical relationship between the number of regulations emanating from the government and the number of buildings on K Street. The new downtown is K Street. This fast-growing district has pushed north to DuPont Circle and west into Georgetown.

On the northwest edge of this area are the Washington Hilton and Shoreham Hotels where the 71st Annual Conference of the Special Libraries Association took place.

The SLA Board of Directors met in a special, informal session on Thursday, June 5, to discuss the resolutions passed at the White House Conference on Library and Information Services. As President Joe

Dagnese said, "It's up to us now as professionals to write the rules." The Board designated the priorities for SLA and assigned the concepts expressed in the resolutions to various standing committees, Divisions, and the SLA staff. George Ginader, SLA President-Elect 1980/81, has been charged with coordinating the activities of these groups. The Board met again in informal sessions on Friday and Saturday.

Continuing Education

On Saturday and Sunday, thirteen Continuing Education Courses were given with over 700 Conference registrants attending. Particularly large preregistration in three courses made it necessary to repeat them. These courses were the "Economics of Information," the "Role of the Computer in Special Libraries," and "Strategic Planning for Library Managers." The Newspaper Division cosponsored "Newspaper Library Basics" and its sequel, "Automation and New Technology for Newspaper Libraries." The Business and Finance Division also cosponsored a course, "Regulatory Issues for Financial Institutions."

Cinema 80 presented an afternoon at the flicks on Sunday, Monday, and Tuesday. Seven films depicting typical management problems and their solutions offered useful, half-hour learning sessions.

One of the most important continuing education experiences at any SLA Conference are the exhibits. Washington offered an especially good opportunity in this regard. A new record was set! There were 193 companies displaying their wares in 217 booths. Part of the success is unquestionably due to the efforts expended by members of the Information Technology Division. Carolyn Brown and Nolan Pope volunteered to recruit exhibits they felt would be of interest

to special librarians. Thirty-six organizations involved in advanced technology development presented their products as a result.

The traditional Conference Orientation and Welcome was slightly pared down this year. According to Conference Program Chairman Larry Walton, the long speeches were cancelled but there was lots of helpful information. The Conference-wide reception in the Exhibits Area followed the orientation. It was a delightful chance to meet old friends and make notes on which booths should be visited again the next day.

Scholarship Event

Later Sunday evening, Dr. James Boren, Founder, President, and Chairman of the Board of INATAPROBU (the International Association of Bureaucrats) satirized government, associations, SLA and SLA celebrities. Among the awards he presented was an honorary doctorate from the L. J. Peter University Graduate School of Bureaucracy to President Dagnese. The diploma for Doctor of Competence stated that Joe was a graduate of SOB PU. Acting as a perfect straightman, Joe thanked Boren and mentioned that this was his first honorary degree. Without pause, Boren commented with a typical display of his sense of humor, "Don't worry, you earned it." By the way, Boren is running for Vice-President of the United States on his own ticket. His plat-

form is partially based on the title of one of his books, *When in Doubt, Mumble*.

Plenary Sessions set the tone for the five-day meeting. At Plenary Session I, 8:30 a.m. Monday morning, conferees were welcomed to the capital by two distinguished speakers: Dick Hays, Deputy Assistant Secretary of the new Office of Libraries and Learning Technologies, Department of Education, and Carol Nemeyer, Associate Librarian for National Programs, Library of Congress. Edward Cornish, president of the World Future Society and editor of the *Futurist*, gave the Conference keynote address, "The 1980s: A Decade of Crisis and Opportunity." Cornish foresees a very serious depression in the next decade. Yet, he said, "Those libraries that do reach out and claim the new information technologies will . . . flourish as never before. . . ."

Plenary Session II dealt with management goals. Prof. Stanley J. Shapiro first addressed the relationship between marketing and the information professional. He urged special librarians not to think of "marketing" as a dirty word. He went on to say that while marketing is not an all-purpose cure, it can be an effective tool. This tool is an attitude and an approach that uses resources of all kinds to provide better services. Barbara Robinson, chief, Library Programs, Metropolitan Washington Council of Governments, followed Shapiro on the program. She discussed the role of special



At the Scholarship Event, Joseph Dagnese reads from an inspirational work: *When in Doubt, Mumble*. The book's author, James Boren, demonstrates his concept of American government with a "found art" sculpture.



Paula Strain, organizer of Plenary Session IV, confers with Andrew Aines, Acting Executive Director of NCLIS.

libraries in the emerging National Library Network and urged that the issue of public-private interface be addressed more thoroughly.

Plenary Sessions III and IV were entitled "Development for the Future" and "Information Services Development at Higher Levels." Pat Berger's "Managing Revolutions" appears on pp. 386-397 of this issue of *Special Libraries*. Carlos Cuadra emphasized the "Key to Professional Survival," which he considers is continuing education in technology. He urged his listeners to treat the exhibits at a conference as a continuing education experience and to systematically choose the ones they want to visit. Another way to keep up with changes in the field is to listen to taped sessions, whether you are able to attend a conference or not. In the fourth Plenary Session, Robert Chartrand, Carl LaBarre, and Melvin S. Day, discussed resources for Congress, the Government Printing Office, and the new focus of NTIS, respectively. The panel was moderated by Andrew Aines who is the new Acting Executive Director of the National Commission on Libraries and Information Sciences.

Keywords and Topics

Keywords of this Conference were *databases, technology, networking, online, mini, maxi, micro, management, client, cataloging, trends, statistics, public relations, budgets*. The specific topics went on and on. For the first time in recent memory, there were practically more sessions than numbers for them. On Tuesday, for example, there

were 78 program sessions plus open houses. New York still holds the record for the most registrants at an SLA Conference; but Washington came in a close second with 4,107 attendees. If you weren't there, you really missed something.

Contributed papers sessions covered a variety of subjects. Session I was organized around international concerns, primarily sharing information. While Sessions II and III dealt with management topics, Session II concentrated on specific areas such as decision support systems, the cost of microforms, and the costs and functions of special libraries. Session III, on the other hand, addressed more theoretical topics such as measuring services, nontraditional careers, and motivating individuals. Session IV took up a theme prevalent at SLA, ALA, and NICE IV—technology. (Selected Conference papers will appear in future issues of *Special Libraries*.)

Highlights

It is, of course, impossible to report on all the Conference sessions. Here are the highlights of a few of the sessions attended by this reporter and a volunteer or two.

A Monday morning session cosponsored by the Advertising & Marketing and Telecommunications/Communications Divisions were addressed by Congressman Lionel van Deerlin, House Communications Subcommittee, who spoke about "New Communications Technology and its Impact on Information Transmission." Van Deerlin's subcom-



Ron Coplen can't keep a straight face as Joe Dagnese opens his "special" award. Al Trezza makes sure the pizza is eaten before it gets cold.

mittee is responsible for initiating changes in federal telecommunications policy. He freely discussed the problems of antiquated federal policy resulting, he said, in the consumer paying more for less. The job of librarians will be different in the future but more important than ever before, van Deerlin went on. He briefly considered the impact of electronic mail systems and their future importance to special libraries. [The Networking Committee also sees this as an important area and has petitioned the SLA Board for funds to operate a pilot project using electronic mail as a communications option for the SLA Executive Director, President, President-Elect, Past-President, Secretary, Treasurer, and the Networking Committee Chairman. The purpose of the experiment, if funded, would be to determine the viability of this communications option for SLA.]

On Monday afternoon the Publishing, Chemistry, and Science-Technology Divisions organized a program moderated by Laura Gasaway. SLA members Mary Lou Kovacic, 3M, and Audrey Grosch, University of Minnesota, represented the special library positions in corporations and universities while Carol Risher spoke for the Association of American Publishers on the subject of "The National Periodicals Center—A Legislative Mandate?" Grosch and Kovacic both questioned the structure proposed by NCLIS. Legislation concerning the National Periodicals Center may be taken up by Congress this fall.

Barbara Conroy, a long-time SLA supporter, kindly dropped off this report about the library educators' breakfast on Tuesday morning:

"Speaker N. Bernard Basch of Faxon drew a picture of some of the changes facing library school graduates as they move out of academe into library jobs. Most of the jobs will require some management skills, interpersonal communications, resource management and budgeting, and information technology and computers. 'Library school students must adapt themselves to changes,' he declared and suggested that many graduates must be prepared also to work on nontraditional settings outside the library but using their skills. These will most often be the interface positions between the information and the user. As such, these will require assertiveness to market library resources to the decision-makers, the ability to diagnose information problems, and skills in working with people of widely diverse backgrounds. He offered several recommendations: Faculty should take care to familiarize students with the new reality, incorporate that new reality into courses, build in skills of adaptation in courses, as well as adapt the courses themselves to the changing world. He strongly suggested that interdisciplinary fields were particularly applicable to library/information positions. Students need to be aware of new fields and aware also of the training opportunities available in them. Questions raised discussion on such related issues as continuing education for librarians

already in the field and for faculty in library schools.”

The Networking Committee panel on Tuesday was moderated by SLA member Miriam Drake, Purdue University, who is also on the OCLC Board. The subject of the session was “OCLC, Special Libraries, and Networking.” Drake presented an overview of information networks and how special libraries can fit in. The fears special libraries have of being overburdened by the system and not being able to use all services fully are not accurate. They do not need to be obstacles. Moreover, special libraries if they get involved will be able to encourage further development along the lines they desire. An example would be the development of a technical report format by LC.

Ron Coplen, incoming Chairman of the Publishing Division, graciously supplied the following report of the “Cost Concerns of Publishers and Libraries” session on Wednesday afternoon: “The Publishing Division cosponsored a meeting with the SLA Publisher Relations Committee to make publishers aware of diminishing library budgets and to make librarians aware of rising publishing costs. The panel was moderated by Publisher Relations Committee Chairman, James Poteat with a panel consisting of John Dill, McGraw-Hill; Charles Harris, Howard University Press; James Humphrey, H. W. Wilson Company; William Begell, Hemisphere Publishing Corporation; Connie Kelly, University of Virginia; and Ron Coplen, Harcourt Brace Jovanovich, Inc. Each panelist gave a short statement outlining various problems of a book publisher, a journal publisher, a university acquisitions librarian, and a corporate librarian. The discussion was then opened to questions from the floor which proved to be quite lively. This meeting was planned as an information exchange between publishers and librarians; as such it met its goals and objectives well.”

Extra Special Evenings

Monday evening a reception was held in the Great Hall of the Library of Congress. More than 1,000 Conference registrants attended this delightful event. The Great Hall is a worthwhile stop if you are ever in

Washington. The marble floor is inlaid with signs of the zodiac surrounding the sun. Ornamented staircases rise to an arch over which a mosaic portrait of the goddess Minerva keeps watch. Everyone seemed to come early, stay late, and enjoy both the company and the setting.

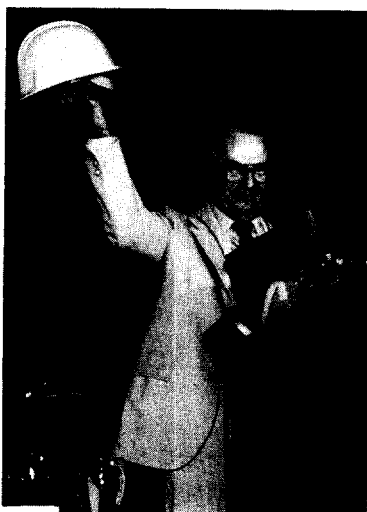
From 6:00 to 7:30 Tuesday evening, a second Exhibitors Reception was held. The lure of hot and cold hors d'oeuvres induced attendees to follow Carlos Cuadra's advice and visit the exhibits as a continuing education experience.

The Washington location of SLA's Conference made it possible for a host of library-world celebrities to share a very special Awards Banquet. Among the guests were Al Trezza, Director, Intergovernmental Library Cooperation Project, Federal Library Committee, Library of Congress; Warren J. Haas, President, Council on Library Resources, Inc.; Sam Beatty, Executive Director, American Society for Information Science; Charles Benton, Chairman, National Commission on Libraries and Information Science; Dick Hays, Deputy Assistant Secretary, Office of Libraries and Learning Technologies, Department of Education; Margaret Wijnstroom, Secretary General, IFLA; Eileen Cooke, Director, ALA Washington Office; and William Welsh, Deputy Librarian of Congress.

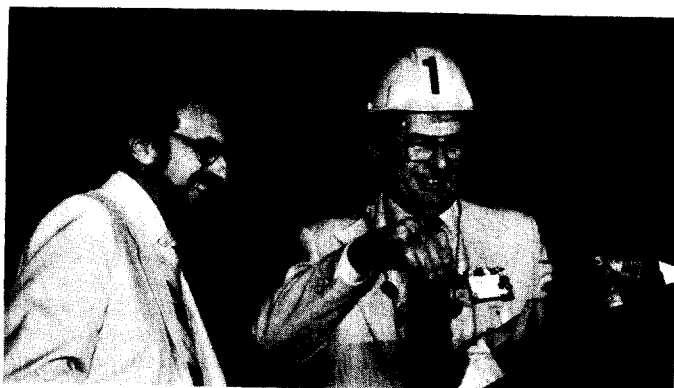
Some of the funnier moments of the Conference evolved around President Joe Dagnese's parting gifts as he left office. A particularly ethnic moment came when an Italian friend presented Joe with a pizza for dinner which Al Trezza insisted on serving to him. Later, drawing on the football rivalry between Purdue and Georgia Tech, Joe presented incoming President Jim Dodd with a bright yellow hard hat. For the next time the Georgia Tech Library plays the Purdue University Library??

AND ON TO ATLANTA! Y'ALL DO
COME. IT WON'T BE THE SAME
WITHOUT YOU.

Jim Dodd receives a special token of office



Will it go to his head?



A perfect fit!

Honors & Awards 1980

SLA Hall Fame

Rosemary R. Demarest, Elizabeth R. Usher, and the late Charles H. Stevens were elected to the SLA Hall of Fame/1980. They received engraved silver bowls and engrossed scrolls at the Annual Awards Banquet. Patricia Stevens (top right) accepted the posthumous award on her husband's behalf.

Rosemary R. Demarest (center right), who will retire this year as chief librarian, National Office Library, Price, Waterhouse & Company, has been an SLA member for 33 years. She has served as president, New York Chapter and as chairman of its Financial Group; as chairman, Business and Finance Division; as member, SLA Board of Directors; and on numerous committees.

Until his death in April 1979, Charles H. Stevens was Executive Director of Solinet. He also served as the first Executive Director of NCLIS (National Commission on Libraries and Information Science). A member of SLA since 1955, he was recruitment chairman and bulletin editor, Boston Chapter; and chairman, Engineering/Aeronautics Section, Science-Technology Division.

Elizabeth R. Usher (bottom right) will be retiring this year as chief librarian, Thomas J. Watson Library, Metropolitan Museum of Art. An Association member since 1948, she has been president, New York Chapter; chairman, Museum Division; president-elect, SLA (1966-67) and president (1967/68).



SLA Professional Award

The 1980 Professional Award was presented to Dr. Irving M. Klempner, professor, School of Library and Information Science, State University of New York at Albany. This award is given in recognition of a specific major achievement in the field of librarianship and information science. Dr. Klempner was chosen for his contributions as chairman of SLA's Special Committee on the White House Conference on Library and Information Services.

SLA Honorary Members

Ralph H. Parker (top right), a pioneer in the application of mechanization to library systems, was elected an Honorary Member of SLA at the Annual Meeting. In 1936, Dr. Parker inaugurated the use of data processing at the University of Texas Library. A 1965 study he made with Frederick Kilgour contributed to the success of the OCLC network. Until his retirement in 1977, he served as the first dean of the School of Library and Information Science, University of Missouri, Columbia, Mo.



H. W. Wilson Company Award

At the Awards Banquet on June 11, President Joseph M. Dagnese awarded an engrossed scroll and \$500.00 to Herbert S. White, (bottom right) recipient of the H. W. Wilson Award for the best paper published in *Special Libraries* during 1979. The winning paper "Cost-Effectiveness and Cost-Benefit Determination in Special Libraries" was published in the April issue [*SL* 70 (no.4):163-169].



SLA Scholarships 1980/81

Three \$3,000.00 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 1980/81 were announced at the Annual Awards Banquet on June 11.

Patricia Dangler (Largo, Fla.) received her BA degree from Florida State University. She will study in Tampa for a library degree at the University of South Florida Graduate Department of Library, Media and Information Studies. She then plans to find a position in a medical library.

Susan K. Smith (Springfield, N.Y.) is currently acting librarian, Industrial Research Library, Spencer-Kellogg Company. She received her BA in geology at the State University of New York at Buffalo and intends to continue her education at the School of Library and Information Science, University of Pittsburgh.

Mary Sarah Welna (Arlington, Va.) attended Carleton College where she received a BA degree in English literature. During the past three-and-a-half years, she has worked as a librarian for the Electric

Power Research Institute. She will attend the School of Library Service at Columbia University and return to librarianship in the energy field, or else in the humanities.

SLA Stipends to Minority Students

Three minority students received \$1500 stipends from Special Libraries Association. The recipients are Kathy Jenkins, Mae Woodley, and Amy Lee.

Kathy Jenkins, a resident of Washington, D.C., is enrolled in the library science program at the School of Library and Information Science, University of Maryland, College Park.

Mae Woodley, from Brooklyn, N.Y., will attend Pratt Institute's School of Library and Information Science, Brooklyn.

An inhabitant of Seattle, Washington, Amy Lee will be attending the University of Michigan School of Library Science in Ann Arbor.

A report on the SLA Employment Clearinghouse will appear in a future issue of *SL*.

Reports of Standing Committees 1979/80

Association Office Operations

The Association Office Operations Committee (AOOC) met three times: Oct 5, 1979, Jan 30 and May 1, 1980. The following is a brief summary of actions taken. Complete details are available from the minutes of AOOC and of the Board of Directors. The Committee has two main areas of concern: personnel matters of Association staff and equipment and space planning of the office.

In personnel matters, AOOC reviewed and recommended to the Board staff performance evaluation instruments, a revision of the holiday and personal leave schedule, changes in benefit packages, additional secretarial positions, and modification of position descriptions.

In matters of equipment and space planning, AOOC reviewed and recommended to the Board the purchase of such equipment as new mailing equipment, microformat reader-printer, typewriters, file cabinets, and increased insurance for property damage and personal injury liability.

AOOC takes this opportunity to thank David Bender, Executive Director, and the entire staff of SLA for their continued dedication in serving the membership of SLA.

JOSEPH M. DAGNESE

Awards

The Awards Committee met during the Winter Meeting in San Antonio.

Rosemary R. Demarest, Elizabeth Usher, and Charles Stevens (posthumously) were elected to the SLA Hall of Fame.

Irving M. Klempner was chosen to receive the SLA Professional Award for his work in connection with the White House Conference of 1979.

The Committee recommended to the Board of Directors that it ask the members at the Annual Meeting in Washington to elect as an Honorary Member Ralph H. Parker, for his contributions over many years toward the mechanization of library systems.

MIRIAM TEES

Bylaws

The Bylaws Committee worked on internal procedures to provide an equal distribution of the work load to all three members. We are experimenting with these guidelines with the expectation of developing a recommended procedure for future committee members.

In addition, the Committee reviewed and approved Bylaws changes for seven Divisions and seven Chapters. It is in the process of reviewing Bylaws changes for six Divisions and nine Chapters. Bylaws were approved for two Chapters desiring full Chapter status at the June 1980 meeting.

The Committee responded to the questionnaire generated by the Committee on Committees. The Committee worked on two changes in the Association Bylaws. It supported the recommendation of the Nominating Committee for the Spring 1981 elections. It advised the group which generated a petition regarding membership approval of dues and fees.

M. ELIZABETH MOORE

Committee on Committees

At the request of the Board of Directors, the Committee on Committees studied the size and composition of the Association's program committees.

The Committee on Committees presented the following recommendations to the Board of Directors at the June 1980 meeting:

- 1) to increase the size of the Networking Committee from five to seven to include the special representatives to the Library of Congress Networking Advisory Committee and the National Periodical Systems Advisory Committee;
- 2) to increase from three to five the size of the Standards Committee.

At the June 1980 meeting, the ConC also presented the definition of the newly created Publications Committee.

In addition, the definition of the Education Committee was revised to conform to the Board's action to increase the number of members from five to seven.

Finally, the ConC presented a revision of the definition of the Government Information Services Committee to take into consideration the change of name of the Montreal Chapter.

JEAN DEUSS

Consultation Service

No report received.

Copyright Law Implementation

No report received.

Education

The Education Committee had as a primary goal for 1979/80 the improvement of communications between the Committee, Chapters and Divisions, and members of SLA. The "Guidelines for the Manager, Professional Development, Education Committee/Chapters and Divisions" were distributed in Honolulu. In October, the Education Committee contacted the chairmen and

chairmen-elect of Division and Chapter presidents and presidents-elect regarding the availability of the guidelines. Open meetings were held at the Association's Winter Meeting and at the Annual Conference providing members the opportunity to discuss SLA's education program with the Committee and the Manager, Professional Development. The chairman addressed the Joint Cabinets at the Winter Meeting and discussed the Committee's efforts for the year.

Regional courses continued to be successful with nine courses offered from July 1979 to Jun 30, 1980. Topics for regional courses included "Economics of Information," "Marketing Your Services," "Automated Cataloging," and "Multi-type Library Network Development." The Committee studied the issue of fee splitting for regional continuing education courses which are jointly sponsored by Chapters, Divisions, or local groups and recommended a 70-30 fee split effective for fiscal year 1980/81. This recommendation was approved by the Board of Directors. The Education Committee must, at the Fall Board meeting in 1981, come forward with a recommendation regarding the continuance of the fee-splitting arrangement for 1982 and beyond.

A staggering total of 14 courses were offered at the Washington Annual Conference with 730 registrants participating. Due to the demand, four courses were offered twice at the Conference. Since there were 334 registrants in 1978 and 235 in Honolulu in 1979, it is evident that the courses are quite successful. Continuing education units are now offered for SLA courses, and records of course participation are maintained at the Association Office.

Perhaps the most exciting new venture for the Committee was an invitation from the American Association of Library Schools' Task Force on Accreditation for SLA input and involvement. The Board of Directors specifically authorized the Committee to explore the possibilities of SLA participation in ALA accreditation of library schools. The Education Committee was instrumental in arranging the library educators' breakfast at the Conference. The Committee intends to maintain this dialog with them, not only on the accreditation issue but on other matters as well.

The Committee advised the Manager, Professional Development on the needs assessment survey, topic selection for courses, instructor selection, and so forth. Speakers' fees for SLA members have now been specifically authorized by the Board of Directors. This should improve courses and SLA's ability to attract instructors from among its members.

At the request of the Education Committee, the size of the Committee has been expanded from five to seven members. It was felt that the workload was such that more members were needed if the Committee was to fulfill its function.

Perhaps the best summary of the work of the Education Committee is numerical. Over 1,200 persons participated in SLA continuing education courses this past year. In addition to new topics, the Committee began to develop a new sequence

of courses in the area of personal growth and development. Also, post-Conference courses were jointly sponsored by SLA and the Medical Library Association. Although the possibility of joint sponsorship with other associations had been discussed in the past, this was the first concrete effort along these lines, and it was highly successful.

LAURA N. GASAWAY

Finance

The first meeting of the Finance Committee was held at the Association Office on Oct 15, 1980. The fiscal year 1980 budget was reviewed, and recommendations were prepared for presentation to the Board of Directors. These recommendations involved requests from various Association units for funds: from the Library Management Division to help them produce and mail their November 1979 Newsletter; from the Networking Committee for its Network Interview Project; a contingency fund for speaker-related expenses relative to programs sponsored by SLA at other professional society conferences; and a contribution to the ANSI Z-39 Committee for fiscal year 1980. Other recommendations to the Board included the deferral of the transfer of \$5,000 from fiscal year 1980 from the General Fund to the Reserve Fund until fiscal year 1981; and the approval of the budget of the General Fund and subsidiary funds.

At the May 12 meeting of the Finance Committee, membership projection figures for 1981 were reviewed for fiscal 1981 budgetary purposes. The Committee was brought up to date on the finances of the Association through Mar 31, 1980. The annual audit of the Association was reviewed with a representative of the C.P.A. firm of Weber, Lipshie & Co. The Committee members discussed the possibility of shifting some of our investments in order to realize a greater return. It was decided that this path would be investigated immediately before the interest rate begins to come down.

Other financial matters were discussed, and recommendations were prepared for the Board of Directors meeting which would be held before the Annual Conference in Washington.

DOROTHY KASMAN

Government Information Services

The concern of the Government Information Services Committee this year centered on the proposed revision of Title 44 of the Federal Code, which manifested itself in two bills introduced in the House, HR 4572 and HR 5424. The chairman attended all hearings on both bills and transmitted to the House Committee on Administration the concerns of the SLA Committee members on the revision of Title 44. When HR 5424 was introduced to replace HR 4572, it reflected most

of the changes that the Committee had felt were necessary. The bill, after additional revisions which did not substantially affect special library interests, is now being considered by the House Committee on Government Operations, which may introduce further changes when it reports back to the House by June 19. A watching brief on the bill's progress is continuing.

Because the Conference chairman desired one of the four plenary sessions at the Association's Annual Conference to be on government information in the 1980s, the Committee offered to be responsible for its program. This offer was accepted and the Committee has built a program which will, we hope, present the American information scene at the national level from the congressional, executive agency, and document publishing viewpoints. Andrew A. Aines will moderate the panel; Robert C. Chartrand, Melvin S. Day, and Carl LaBarre are participants.

PAULA M. STRAIN

Networking

The Networking Committee has had a busy and productive year with a substantial number of projects completed or in progress.

1. The Committee has implemented a previous recommendation to publish a newsletter for the rapid exchange of information among Committee members, Chapter and Division liaisons, and various other people involved in networking. The first two issues of *NETLET*, edited by Susan Kroll of SUNY/Buffalo Libraries, have been distributed through the Association Office to a mailing list of about 100 people. It is expected that *NETLET* will be published six times a year.

2. Another proposal from last year's committee was to conduct detailed, in-depth interviews with the four major North American bibliographic utilities and publish the results. The interviews have been completed (OCLC by Susan Miller; RLIN by Dian Gillmar; UTLAS by Nancy Musgrove; and WLN by Judy Orlando), and the results are now being edited and revised. The final report is expected to be ready by early Fall, 1980.

3. The Chairman has contributed "Networking Notes" columns to the December, January, February, and May/June issues of *Special Libraries*.

4. Two programs were organized for the Annual Conference in Washington: A four-paper panel on "OCLC and Special Libraries," and a committee open meeting which included reports from RLIN, UTLAS, WLN, the Network Advisory Committee, ASIS, and CCLN.

5. During the year, the Committee reviewed the SLA brochure, *Networks and Special Libraries—Why and How?*, and decided to revise it. Committee member Dian Gillmar has undertaken this project.

6. The Committee received a suggestion to study the possibility of exchanging messages electronically through computer terminals. So far, four commercial firms have been identified

that provide an "Electronic Mail" service, and a comparative study is underway. It is anticipated that a formal proposal for a trial of this concept will be presented to the Board of Directors in the Fall. Committee member Sharon Vipond is responsible for this project.

7. The Committee has been collaborating with Executive Director Dave Bender in organizing for NCLIS a Task Force on the Role of the Special Library in a National Network Program.

Further efforts were made during the year to have each Chapter and Division appoint a liaison to the Committee. All except four Chapters and four Divisions complied. It is hoped that the new officers will rectify this oversight.

JAMES K. WEBSTER

Nominating

The Nominating Committee for Spring 1980 Elections presented the slate of Nominees for office to the Board of Directors at the 1979 Fall Board Meeting. This slate was published in *Special Libraries* 71(no.1):37-44 (Jan 1980).

At the recommendation of the Nominating Committee, the Board asked the Committee for Spring 1981 Elections to review the guidelines for nominations and report at the June 1980 Board meeting.

M. "JIMS" MURPHY

Positive Action Program for Minority Groups

The Committee is pleased to report growth in the stipend program: both the size of the awards as well as the pool of qualified applicants have increased. Three stipends of \$1,500 each are to be awarded for 1980/81. The applications increased this year from seven to twelve. Eleven of the applicants were qualified to be considered for an award. One applicant was not a member of a minority group and was, therefore, disqualified. It is to be noted that applications were received from a variety of geographic regions with an increased participation of Chapter liaisons in the recruiting and interviewing of candidates.

To clarify the objectives of the Positive Action Program and to further instruct Chapters regarding the responsibilities of the appointed liaisons, packets of detailed guidelines for the implementation of the program were mailed to each Chapter. Included were specific, recommended responsibilities of liaisons, recruiting materials, stipend criteria, application forms, evaluation forms, and minutes of the Committee's Chapter Liaison Meeting in Honolulu.

Efforts to increase the flow of communications to the Chapters brought positive results through the appointment of liaisons in additional Chapters and some worthwhile recommendations for future action from some new appointees. By the end of this year, forty Chapters had appointed Positive Action Liaison Officers. In two Chapters

where no liaisons were appointed, the presidents made arrangements for interviewing applicants.

The Committee was successful in receiving approval of funds from the Board of Directors for its proposal to invite a noted speaker to the 1980 Conference Meeting of Chapter Liaison Officers. The Committee was honored to have Charles D. Churchwell, Dean of Library Services at Washington University, St. Louis, accept the speaking invitation. Letters have been sent to all previous and current stipend recipients regarding the Positive Action Meeting and Alumni Reunion. Follow-up information is also being sought from past stipend recipients on their current activities in special librarianship.

The recruiting brochure *Be a Special Librarian* was revised and the new format and text submitted for approval and publication by the Association.

In cooperation with the Scholarship Committee, two recommendations have been presented for Board action for implementation in the 1981/82 Stipend Program:

- 1) that the amount of the three stipends be raised to \$2,000 each;
- 2) that the eligibility requirement of citizenship be amended to include persons completing the naturalization process at the beginning of the award period.

Plans are underway to have information on the SLA stipend and scholarship programs included in all the Library Science School Bulletins and appropriate directories of financial aid for minority groups.

The proposed project to develop and seek outside funding for a slide/tape recruiting presentation was not carried out since no materials or further information was received from the initiators of the proposal. It is recommended that the Committee follow up on this proposal next year.

In summary, the Positive Action Program shows positive growth and participation in most Chapters. Ongoing communication with Presidents and Liaison Officers, the inclusion in Conference agendas of regularly planned informational meetings, a follow-up of stipend recipients encouraging them to participate in Association and Committee activities, along with the excellent support of the Board of Directors and the Association support staff will accomplish the intended goals of the Positive Action Program for Minority Groups.

S. RITA SPARKS

Publisher Relations

Using the questionnaire developed by the Committee several years ago, *Selection and Acquisition Practices in Special Libraries*, the Committee recently completed a sample survey of a selected group of Association members. The primary purpose of this project was to evaluate the questionnaire as developed but, as a by-product, a certain amount of useful information was gained that was not previously available. The results of this survey will be released later this year, proba-

bly to Chapter and Division bulletin editors. The Committee hopes in this way to aid in continuing the dialogue among members on the important subjects dealt with in the survey.

The Committee is cosponsoring with the Publishing Division a meeting at the 1980 Annual Conference called "Cost Concerns of Publishers and Libraries." Depending on the success of this meeting, future programs on the same subject may be undertaken.

Fruitful meetings have continued this year of the SLA/Association of American Publishers Joint Committee, on which members of the Publisher Relations Committee serve concurrently. Presently under discussion is a possible need for the expansion of the size of this Joint Committee, as well as specific plans for setting up small, issues workshops as a routine part of the Joint Committee's work.

JAMES POTEAT

Research

The Research Committee held an Open Information Forum during the Annual Conference in Hawaii. Goals and activities of the Committee were presented; questions regarding the Grants-in-Aid Program were asked. It was recommended by those in attendance that the Program be more widely publicized. In response to this request, the Committee developed a statement which was subsequently published in *Special Libraries* [70 (no. 11): 491-492 (Nov 1979)]. Copies of the statement were distributed to Chapters and Divisions of the Association, library schools, and the library press, with the request that it be publicized as extensively as possible. As a result of this publicity, the Committee received 33 inquiries regarding the Program.

During the year, the study of "Continuing Education Programs of Three National Library Associations" was completed by Barbara Conroy. Arlie Ripin's study of "Management Attitudes toward Information and Information Professionals in Business and Industrial Libraries" is still in progress. The study on "Comparative Costs of Writing and Executing Library-Related String Processing Programs in the SNOBOL4 and PL/1 Programming Languages," submitted by William Saffady and approved for funding, was withdrawn for personal reasons.

A total of seven proposals were received by the Committee during the year. Two of these were funded: "An Investigation into the Values of Special Librarians" by Neil Yerkey and "A Cartobibliography of the Maps in 18th Century Geographies Published in the British Isles and the United States" by Barbara McCorkle. Another, titled "A Retrospective Study of an Abstracting Service: Developmental Disabilities Abstracts," has been submitted for funding, and one is still pending.

The Committee is planning a program titled, "Research—from Idea to Application," at the Washington Conference. Speakers will be Beryl Anderson, who will report on her study, "A

Correlational Analysis of the Reference Transaction Records at a Canadian Bank Library"; Barbara Conroy, who will present her Grant-in-Aid study; and Raymond Vondran, who will discuss his study, "National Catalog Standards and Authority Control Structure."

LUCILLE WHALEN

Scholarship

The three winners of \$3,000 scholarships in alphabetical order are: Patricia Dangler, Tallahassee, Fla.; Susan K. Smith, Springville, N.Y.; and Mary Sarah Welna, Arlington, Va.

The Committee received 43 applications, a 13% increase over 1979/80. The Committee continues to believe that the winners, alternates, and other qualified applicants will be able to find jobs.

Of the applicants, 35 were women and 8 were men. Three were Canadian citizens, the rest were from the United States distributed geographically as follows: East, 24; Central, 8; Mountain, 4; and Pacific, 4. Applicants were distributed into the following age groups: 20-22:8; 23-24:7; 25-26:8; 27-29:6; 30-35:7; 36 and older:7. Eight applicants are members of the Association. Undergraduate majors are as follows: liberal arts, including English: 15; social science, including history: 11; fine arts: 6; education and library science: 5; physical and pure sciences: 5; and systems: 1. Eleven are already enrolled in library schools.

A total of \$4,500 was used to provide three \$1,500 stipends for the Positive Action Program for Minority Groups Committee.

At the Fall 1979 meeting of the Board, the Committee submitted recommended guidelines, procedures, and a timetable for the Plenum Publishing Scholarship for doctoral students. Subject to editing, the basic recommendations of the Committee were accepted.

The Committee appreciates the support given by Richard Griffin, Ruth Rodriguez, and other members of the Association Office staff. Without their assistance, the duties of the committee, especially the chairman, would have been more time-consuming. The Committee also wishes to acknowledge the contributions of the interviewers in the selection process.

BARBARA SANDULEAK

Standards

Early in the reporting year, the Standards Committee created a Subcommittee for Liaison with ALA in matters relating to AACR2. James L. Olsen, Jr., has served effectively as chairman of this Subcommittee. Related to this, the Board of Directors at its 1980 Winter Meeting approved SLA representation to the CNLIA Joint Committee on Specialized Cataloging and directed that the representative be a member of the Standards Committee.

Work done last year on national and international bibliographical control led to recommendations to the Board of Directors. Subsequently, in June of 1979 the Board voted to indicate to the

Committee for the Coordination of National Bibliographic Control its support of the concept of a common bibliographic exchange format, and requested an opportunity to review and comment on draft proposals for standards affecting the exchange of bibliographic data.

The Committee has continued to communicate with counterpart standards groups, notably a representative of Australian special libraries. The Australian project began with an effort to revise standards of practice for special libraries, but has since been reduced to the production of a series of profiles of Victorian special libraries modeled, perhaps, on the SLA Profiles.

Several computer-generated bibliographies have been prepared concerning special library standards, international standards for bibliographic records, and, specifically, the International Standard Bibliographic Description and the International Serials Data System. All of this has been reviewed at length. The special libraries portion has been further refined and updated and a segment of it transmitted to the Committee's Australian correspondent for his use. It is hoped that this ongoing study of various types of standards for a diversity of special libraries and information users will help to develop a better understanding of current problems and, perhaps, enable the Committee to see more clearly the specific goals and functions it can perform. The present goals seem conceptually sound, but appear more difficult to attain than they did two years ago.

During the year, the Committee has responded to various questionnaires concerning different types of standards and Committee functions, and has reviewed for the editor of *Special Libraries* a lengthy paper concerned with bibliographical control of machine-readable files. This was supportive of AACR2.

By correspondence and telephone calls, the Committee has sought to enhance its liaison with the ANSI Z39 Committee and with other selected standards representatives. A review of the ANSI Z39.7 draft of Standards for Library Statistics was accomplished in conjunction with the SLA Statistics Committee and others.

In conclusion, it should be noted that all Committee members have actively scanned the literature during the year and have exchanged information about new developments or other matters of mutual interest.

LEROY H. LINDER

Statistics

One activity was carried over from 1978/79. The Library Management Division agreed to cosponsor with the Statistics Committee a panel discussion luncheon on Jun 9, 1980. The Business and Finance and the Insurance Divisions became additional cosponsors. Their interest and assistance is gratefully acknowledged. Three speakers were selected to represent different viewpoints of qualitative measurements of library services. The Principle Investigator for the NCHEMS Handbook

of *Standard Terminology for Reporting and Recording Information about Libraries*, Mary Ann Kevin Brown, will present a review of her experiences in developing the *Handbook*. The instructor for the CE Workshop on Statistical Methods for Special Librarians, Dr. Gail Schlachter, will present her perceptions and experiences as she developed the workshop. A consultant for King Research, Vernon E. Palmour, will review applications of quantitative statistical methods made during consulting assignments.

The Statistics Committee, with the assistance of the SLA ANSI Z39 Representative and the Standards Committee, reviewed the latest draft of the ANSI Z39.7 subcommittee revision of the Standard on Library Statistics. Input was provided to the chairman of the Z39.7 subcommittee, Katherine Emerson. This will be an ongoing project for the Committee and the SLA/ALA/LAMA Statistics Coordinating Committee representative.

The Statistics Committee provided input to the ALA Division of Research on the NCHEMS *Handbook*. Dr. Mary Jo Lynch headed up an intensive review and revision of the NCHEMS *Handbook* at the request of NCES. The special libraries view was reviewed and commented on. (For further details, see the report of the ALA/LAMA Statistics Coordinating Committee Representative.)

The chairman responded to a request for information from the Committee on Committees on the size of committees. It was recommended that the Statistics Committee be returned to its original five-member strength. It was suggested that selective geographic representation would assist in the Statistic Committee's increasing role with such groups as the ALA/LAMA Statistics Coordinating Committee.

The Committee reviewed a draft of a pilot survey of corporate libraries at the request of Dr. Mary Frances Hoban. The survey is intended to determine organizational patterns, staffing, and expenditures. The Committee recommended that the Association increase this area of activity for its own and the members' benefit.

SCOTT KENNEDY

Student Relations Officer

Student groups in 24 of the 67 library schools accredited by the American Library Association reported to the Student Relations Officer during 1979/80. The reporting groups described a variety of projects, library tours, speakers, and miscellaneous activities associated with special libraries and information management. There has been a decline in student memberships during the last two years, but the decline is proportionate to the general reduction in enrollment in library schools and other graduate education. Despite declining enrollments, the number of active student groups, i.e., those which reported their activities to the Student Relations Officer, has increased from 16 in 1978/79 to 24 in 1979/80.

Among the 24 are two newly formed student groups, one at the University of South Florida and the other at the University of Pittsburgh.

RAYMOND E. DURRANCE

Tellers

For the report on the Election of Officers, see *Special Libraries* 71(no.7): 326 (Jul 1980).

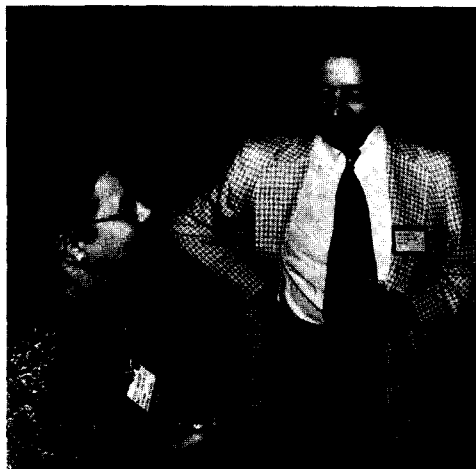
H.W. Wilson Company Award

The H.W. Wilson Company Award Committee has the pleasure to nominate for best article in *Special Libraries* (1979), "Cost-Effectiveness and Cost-Benefit Determinations in Special Libraries," by Herbert S. White (Indiana University Graduate Library School, Bloomington, Ind.), April 1979.

The decision was arrived at only after Committee members reviewed all eligible articles. To assure critical examination of these articles, each member was assigned two issues of *Special Libraries* to read and to select from the assigned issues, or from the remaining ones, an outstanding article for award consideration. On the basis of these nominations, a winner was chosen by a majority vote.

The Committee wishes to commend Professor White for his informative and provocative article and to thank the H.W. Wilson Company for its continued interest and support of Special Libraries Association authors. Furthermore, we thank the Board of Directors and officers of Special Libraries Association for the privilege of being of service to the profession this year.

BETTY L. JENKINS



H.W. Wilson Company president, James Humphrey III, chats with Beryl Anderson at the Awards Reception.

Reports of Special Committees 1979/80

Special Committee on WHCLIS

The White House Conference is now over. The delegates have considered the issues, formulated a set of resolutions, cast their ballots, and returned to their homes. This Committee, in accordance with priorities arrived at by the Executive Board, has been seeking to define issues of concern to the SLA membership, to bring these issues to the attention of the delegates, and to project, in general, a rational and integrated point of view on the role of special libraries in meeting the information needs of our post-industrial era.

The February 1980 issue of *Special Libraries* provides commentaries by a number of Conference participants and also includes a record of the resolutions that were approved by the delegates. Regional and local SLA programs as well as a program planned by this Committee for the Association's Annual Conference in Washington, D.C. ("Quo Vadis? An Assessment of the White House Conference") will no doubt be helpful in communicating to the SLA membership the substance and intent of the White House Conference resolutions. What remains to be done? Everything! The end of the White House Conference ought to have signified the beginning of action on the part of the SLA membership and the library profession at large. Resolutions without implementation are merely reminders of past wasted effort.

SLA members, individually and collectively, need to arrive at decisions with respect to those WHCLIS resolutions that merit our support, the breadth and intensity of such support, and whether such support should be made available now or in the future. Membership input can help the Executive Board to rank the WHCLIS resolutions in the order of their importance to the SLA community.

Many of the resolutions adopted by the delegates are of vital nationwide significance and transcend the interests of any one SLA Committee, Division, or Chapter. This is also often the case with many legislative proposals, proposed cataloging rules, formats, standards, or procedures suggested by other library associations, as well as public and private entities. The Committee is of the belief that such initiatives and proposals of national significance and impact can no longer be ignored or accepted with acquiescence by SLA. Monitoring of proposed federal

legislation and other proposals with the potential to profoundly affect special librarianship need to be carried out in a systematic and continuing basis. For this reason, the Committee suggests the creation of a formal, nontemporary committee or other administrative structure to deal with long-range proposals, legislation, and national recommendations which cut across divisional, geographic or other jurisdictional SLA boundaries.

Communication and discussion of such proposals and their impact on special librarianship ought to be encouraged on a continuing basis at Chapter, Division, regional, or local levels. It is only through grass roots participation that this Committee has been able to influence the content of WHCLIS resolutions. Such participation is essential for future SLA Board planning and the successful implementation of its decisions.

IRVING M. KLEMPNER

SLA's 75th Anniversary

The Committee began its work in July 1979. Initially, members of the Committee pooled their own thoughts and eventually requests went out to all Chapter bulletin editors for publicity, and many complied. All past-presidents were polled for suggestions; most answered with excellent ideas. Appeals were also made directly to Chapters and Divisions but only few responses occurred. Nevertheless, from over 50 responses, almost 30 ideas were accumulated (the difference being duplication).

Evaluation of possible projects is still under way. Some may be year-long activities, such as posters, a commemorative stamp, and a variety of publishing programs, while others will be confined to the Conference period. These may concern activities such as awards and special meal functions.

Selection of projects will depend to a great extent on funding possibilities and the interest and cooperation of the entire membership. The Board of Directors and the Finance Committee are already heavily involved.

The next progress report by the Committee will be at the 1981 Mid-Winter Meeting in Portland, Oregon.

ROBERT G. KRUPP

Reports of Joint Committees

Special Libraries Association/ Association of American Publishers

A relationship of fine cooperation has continued this year between Special Libraries Association and the Association of American Publishers in this Joint Committee. We are working toward more regular meetings as a means of continuing communication and are planning formats for substantive seminars and issues workshops. See also the annual report of the Publisher Relations Committee.

JAMES POTEAT

Union List of Serials

No meetings were held during 1979/80. The Joint Committee has not met for two years. This matter was brought up and discussed before the RTSD Board at the 1980 ALA Annual Conference. Since the Committee had been created for a particular purpose, the RTSD Board decided to withdraw from the Committee.

SIGNE E. LARSON

Reports of SLA Representatives 1979/80

American Association of Law Libraries

The Executive Board of the American Association of Law Libraries met January 3-4 in Phoenix in conjunction with the Annual Meeting of the American Association of Law Schools. This was also the occasion for the first conference of directors of Law School Libraries. The workshop was convened to permit candid off-the-record exchange of experiences and perspectives on such topics as the status of librarians, serving constituencies, and budgets.

An excellent program is anticipated at the annual convention scheduled for June 22-25 in St. Louis.

Executive Director. At the January meeting the Board voted to recommend to the American Association of Law Libraries membership the establishment of the position of Executive Director for the American Association of Law Libraries. A recommended dues increase of \$25.00 for the express purpose of revenue-raising to fund the office will be submitted to the general membership at the 1980 Annual Meeting in St. Louis. An ad hoc committee on the office of Executive Director was directed to draft a job description and qualifications, with emphasis on duties and responsibilities in the areas of education, special interest sections and committee coordination, convention planning, monitoring legislation and lobbying on behalf of the American Association of Law Libraries in areas of the Association's interest, long-range planning, and others. The headquarter's daily administrative functions would continue to be performed by our most capable Administrative Secretary, Antonette Russo.

Archives. In January 1980, the Executive Board took action to establish an American Association of Law Libraries' Archives. The Archives will be housed in the library of the University of Illinois College of Law, and the maintenance and control

will be under the directorship of Maynard Brickford, University Archivist. The University of Illinois houses the archives of several other library associations.

Constitution. The response from the membership to the proposed constitution was such that the Committee on the Constitution and Bylaws will present the document for complete discussion at the St. Louis convention. Among other changes, the proposed constitution liberalizes membership provisions to include people who work with legal materials in nonlaw libraries.

LAWNET (a computerized network for legal information). The result of an agreement between LAWNET and SOLINET is a COM catalog of bibliographic records created by law libraries in computerized networks. Negotiations with OCLC and RLIN, which have both expressed an interest in participating in the project, are now underway. A successful conclusion to the negotiations would result in a LAWNET COM consisting of approximately 100,000 titles input by approximately 100 law libraries. The microfiche catalog will serve as a pilot to test the market for sale of a catalog of composite law catalog records.

Continuing Education. The Board approved membership for the American Association of Law Libraries in CLENE which will allow the Association to design Continuing Education (CE) programs to meet the membership's needs.

The activities of the Education Committee have been greatly expanded. In cosponsoring workshops with the Special Interests Sections, the Committee will double its offerings this year. The CE program is in a state of flux as the Association attempts to determine how it views continuing education—as centrally placed, or coordinated in geographical or subject-interest groups.

SARAH K. WIA NT

American Library Association, Government Documents

The issue which continued to receive the most attention was the text of the proposed revision of Title 44, U.S. Code by the Joint Committee on Printing. The library community was represented at the hearings held in June 1979 by Francis J. Buckley, Jr., chairman of GODORT. Since Title 44 governs the policies and operations of the Government Printing Office and publishing by any federal agency, the recognition of technological advances in printing and information transfer as well as the federal government's responsibility for broadening public access to federally generated information is of the utmost importance to librarians and all other information specialists. Librarians pointed out repeatedly the importance of a precise terminology for the description of government publications, since the law will specify just which "documents" will be considered accessible to the public. The latest changes in the text of what is now H.R. 5424 were considered acceptable to the library community.

At its Annual Conference in Dallas, in June 1979, GODORT members discussed the future of government publications and the impact of electronics on information collection and dissemination as it effects most libraries. Of special concern were the direct consequences of the considerable extension of GPO efforts to acquire federal government publications which were not previously available to the federal depository library system.

GODORT has a continuing concern for the improvement of bibliographic control of international government publications, particularly in view of their increasing number and overall importance. The problems involved in the availability, use, and storage of microfiche continue to have the close attention of GODORT committees.

Many of these topics were taken up by GODORT committees during the ALA Midwinter Meeting in Chicago in January 1980. The introduction of H.R. 5424 in Congress has been delayed by events not connected with the merits of the revision of Title 44, and there is a possibility that no action will be taken on the bill during this second session of the 86th Congress. Much of the Midwinter work concerned GPO operations and the microfiche programs of both American and foreign (international) agencies. Since a large percentage of American maps are published by federal agencies, GODORT expressed its interest in the creation of a Maps and Geography Round Table within ALA. It is expected that many members of the SLA Geography and Map Division will join the new Round Table in the expectation that ALA's general organizational pattern, which follows the technical services and reference functions, might better serve a larger constituency of general map librarians than the SLA Division with its primary interest in special libraries that house substantial map collections.

JOHN HENRY RICHTER

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

The 1980 ALA Midwinter Meeting provided an opportunity to continue participation in two major projects of interest to the Association: the ANSI Z39.7 Library Statistics Standard Subcommittee, and the review and revision of the *Handbook of Standard Terminology for Reporting and Recording Information about Libraries* undertaken by the ALA Office of Research.

A progress report was given by Katherine Emerson, chairman of the ANSI Z39.7 Subcommittee charged with preparing a revised library statistics standard and an accompanying glossary. Emerson provided the latest draft for review by the Statistics Committee, the Standards Committee, and the SLA ANSI Z39 representative. Comments have been forwarded to her.

The draft has been substantially improved since June 1978. The functional organization has been further developed by the establishment of sections, such as Reviews and Expenditures, Personnel, Services and Utilization, and Access to Resources. This functional arrangement avoids the problems engendered by the old standard which was organized by types of libraries. Special libraries were very poorly treated in the original standard.

As a result of the detailed review given the *Handbook* at the 1979 Midwinter and ALA Annual Conference, NCES requested the ALA Office of Research to review and revise the *NCHEMS Handbook*. Dr. Mary Jo Lynch, director of the project, contacted the Statistics Committee to seek comments. The goal of the project will include clarification of the text, adjustment of the classification structure, and modification of the glossary to make it consistent with current definitions (e.g., AACR2). Consultants will examine networks and cooperation, nonbook media, and machine-readable databases and their uses. The primary objective of the project will be to produce a useable text for field review during 1980.

The *Handbook* represents a substantial amount of work to produce the first handbook-approach to measurements of library services. SLA was represented on the Project Review Group and on the Special Libraries Task Force during 1978. The *Handbook's* basic premise is based on a common set of functions, purposes, and resources which outweigh differences in size, setting, or organizational goals. This premise assumes that if definitions could be agreed upon, information could then be collected to serve a variety of management and decision-making uses. Such information could be used for planning, budgeting, performance measurements, and reporting to a parent organization. The information could also be reported to state, regional, national or association levels. Finally, the information could be used as a means of comparing similar kinds of libraries.

The Statistics Committee will provide Lynch with its comments concerning the special library aspects of the text, classification structure, and the glossary. The Chairman enlisted the comments of the San Jose State University Library since it had actually used the *Handbook* to revise its own statistics-gathering mechanism.

SCOTT KENNEDY

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

The Reference and Adult Services Division Interlibrary Loan Committee (RASD/ILL) met on Monday, Jan 21, 1980, at the ALA Midwinter Meeting in Chicago. The first topic of discussion was the final draft of the revised interlibrary loan (ILL) code, a copy of which appeared in the December 1979 issue of *American Libraries*. The Committee Chairman, Rebecca Kroll, announced that the latest version of the code had been presented to the ALA/RASD Board earlier in the day, and that only a few minor changes were suggested. It was expected that the code would be given final approval at the Annual Meeting in July in New York. The revised ILL code was subsequently brought to the attention of the SLA Board by President Dagnese at the request of this representative.

The next item on the agenda was a discussion of the need, if any, to keep a summary (statistical or otherwise) of old ILL records being discarded. This need is implied by the CONTU guidelines which accompany the Copyright Act of 1976 (PL94-553). A subcommittee appointed by Kroll reported that this was unnecessary. For one thing, ILL transaction records must be kept on hand for three years under the law; information could be obtained from these files, if needed. In addition, the subcommittee could not determine just how such summary data would be used. The Committee members agreed that the whole idea was of questionable value. A final report will be submitted at a later date by the subcommittee.

Kroll next reported that she had received a copy of IFLA's ILL code, *International Lending: Principles and Guidelines for Procedure*. The code was favorably reviewed by the Committee which recommended that it be published in a library journal or, perhaps, in a future revised edition of the ILL handbook.

The next topic concerned a request by the Executive Director of RASD for the ILL Committee to provide a definition of "library." This was in response to numerous letters received by ALA from ILL departments which receive borrowing requests from questionable institutions or individuals. The Committee members responded that there is no one definition. Libraries should use common sense and the various library directories to determine the validity of the requesting institution or person.

The final item of business was the Australian ILL code for A-V materials which had been sent

to the Committee for review. Reaction was favorable.

A brief, informal report on the recent copyright hearings was given by several Committee members. The overall impression was that librarians are happy with the new law and many of the publishers are not. The publishers accused libraries (especially special libraries in for-profit institutions) of noncompliance. More hearings will be held during 1980 in locations throughout the country.

I was unable to attend the June 1979 meeting of the Committee in Dallas.

ROBERT A. SEAL

American Library Association, Resources and Technical Services Division, Cataloging and Classification Section, Committee on Cataloging.

With the exception of the Geography and Map Division, which has shown a considerable amount of interest in AACR 2, special librarians have not overwhelmed me with their concerns about what happens when the Library of Congress implements the new code. This is partially due to the lack of publicity on the newly established liaison (*mea culpa*—I was too busy with my impending retirement from the Engineering Societies Library to get out the information); but apathy on the part of many special librarians has also contributed to this state of affairs. At the Washington Conference, a notice was posted asking that those interested in AACR 2 get in touch with me. I had four replies—not exactly a tremendous response.

When the documents from ALA finally began to arrive, after several months' delay, they came in great numbers. Also, I have had several telephone conversations with the Chairman of the Committee. SLA will be represented at each of the four Committee meetings to be held during the ALA Conference, and the Geography and Map Division's viewpoint will be presented in a contributed paper at one of the Committee meetings. A report on these meetings will be submitted for possible publication in the new SLA newsletter, *Specialist*.

On the whole, it is felt that special libraries feel scant need to conform to the Library of Congress, especially if they have no input into OCLC, RLIN, or WLN. Most of them, particularly those who do not plan to switch to COM or online cataloging, seem to be adopting a wait-and-see attitude that indicates that they will fix up the catalog when they have to do so.

I believe that it would be useful to have a semiannual column in the *Specialist* on the cataloging concerns of special librarians, and to encourage queries and letters in this area. Maybe this will encourage interested people to come out of the woodwork.

MARGUERITE C. SOROKA

American National Standards Institute, Sectional Committee PH5 on Micrographic Reproduction of Documents

Two meetings of the full Committee were held during the past year during which the work of the various subcommittees was reviewed. The status of the ANSI/NMA standards follows:

ANSI/NMA MS2-1978, "Format and Coding for Computer Output Microfilm." The proposed revision of this standard may now proceed since the raw film standard, PH1.51, has been approved. However, the revision of MS2 will now include the combination of MS2 and MS5 to create a comprehensive standard for microfiche formats, no matter how created. The roll film portion of MS2 will then be combined with MS14. Since MS2 and MS5 are combined, a 48x source document will be included.

ANSI/NMA MS3-1973, "Facsimile Transmission of Microfilmed Documents." This standard is being totally rewritten to bring it in line with the current state of the art. The committee feels that MS3 will be so different from the 1971 version that it must go through the NMA and ANSI approval procedures again. MS3-1971 is being withdrawn.

ANSI/NMA MS8-1979, "Document Mark (Blip) Used in Image Mark Retrieval Systems." The revision to this standard has been approved and published.

ANSI/NMA MS20-1979 (PH5.1), "Microform Readers." This revision has been approved and published.

ANSI PH5.6-1968 (R 1974), "Dimensions for 100-foot Reels of Processed 16mm and 35mm Microfilm." This standard is currently undergoing review by the Supply Items Committee, and 105mm specifications are being added. They are also comparing this document to ISO-1116-1975 "35mm and 16mm Microfilm, Spools and Reels." An extension for one year has been requested from ANSI in order to complete the review.

ANSI/NMA MS16-1975, "Dimensions and Operational Constraints for Double-Core (Bi-Axial) Cassette for 16mm Processed Microfilm." The Supply Items Committee is currently reviewing this standard.

The status of the NMA Industry Standards issued by the NMA Standards Committees before submitting them to ANSI for approval as ANSI/NMA Standards is as follows:

NMA MS1-1980, "Quality Standards for Computer Output Microfilm." MS1 has been approved and published as an industry standard and is available from the NMA. This is a new standard and is to be submitted to ANSI for approval.

The following three standards are still in Committee but will soon be submitted to the

NMA Standards Board for submission to ANSI for approval:

NMA MS17-1977, "Test Chart for Rotary Microfilm Cameras."

NMA MS21-1979, "Measuring COM Recording Speeds."

NMA MS22-1979, "Practice for Uniform Product Disclosure for Unitized Microform Readers (Microfiche, Jackets and Image Cards)."

NMA MS23-1979, "Practice for Operational Procedures/Inspection Quality Control of First-Generation Silver-Gelatin Microfilm of Documents." This combination of MS104 and MS110 has been approved and will be in print within the next week. Copies can be purchased from the NMA.

NMA MS24-1980, "Standard Test Target For Use in Microrecording Graphics on 35mm Microfilm." This standard has been approved as an Industry Standard and is currently being printed.

NMA TR2-1980, "Glossary of Micrographics." The Terminology Committee has completed the update. It has been approved as a Technical Report and is available from the NMA. (Replaces MS100-1971.)

NMA MS104-1972, "Practice for Inspection and Quality Control of First-Generation Silver-Halide Microfilm." Superseded by NMA MS23-1979.

NMA MS110-1974, "Practice for Operational Procedures for the Production of Microforms." This standard and MS104 were combined into MS23-1979.

It is the policy of the NMA to promote metric conversion. NMA standards are primarily expressed in metric measurements and have been for some time. To further promote the metric system, NMA has published its "Metric" Conversion Recommendations (NMA TR1-1979). This document outlines the use of metrics in some areas of the industry, as well as giving several conversion tables. ANSI standard PH5.6 is currently being reviewed and will use metric designations when it is approved in 1980.

There has been continued discussion of a proposed ANSI Service Fee System to be levied for participation on the PH5 Committee. The proposal has now gone back to the ANSI Board of Directors for review.

Two new committees have been approved by the NMA Standards Board. One is the Microform Security and Disposal Committee (C28) and the other is the Ad Hoc Committee to Study Thermally Processed Films.

The International Organization for Standardization (ISO) Technical Committee (TC171-Micrographics), formerly called ISO/TC 46/SC 1-Documentary Reproduction, met in Paris in June 1979 and will meet again in London in November 1980. There are six Working Groups. Their discussions and reviews of member countries' standards

have resulted in a draft standard, ISO/DP6199 "Microfilming of Documents on 16mm Film." Harold J. Fromm, U.S. Delegation, has said that it is "important that our national standards be compatible with the ISO standards to permit the worldwide exchange of information on microforms and to facilitate international trade."

I served as chairman of the Nominating Committee of PH5 to select candidates for chairman and vice-chairman for the next 3-year term, and reviewed and commented on the draft proposals developed by WG6 to ISO/TC 171.

LORETTA J. KIERSKY

American National Standards Institute, Sectional Committee Z-39 on Library and Information Science and Related Publishing Practices

Affirmative ballots were cast on behalf of the Association for the following reaffirmation of existing standards, revision of existing standards, or proposed new standards:

- Z.39.18 (1974) Guidelines for the Format and Production of Scientific and Technical Reports
- Z.39.19 (1974) Guidelines for Thesaurus Structure, Construction, and Use
- Z.39.26 (1975) Advertising of Micropublications
- Z.39.32 Information on Microfiche Headers

A negative ballot was cast on the revision of the following standard:

- Z.39.22 (1974) Proof Corrections

The negative vote was based on editorial changes which are in the process of being resolved.

In the past year, three new standards have been published, four have been approved and will shortly be published, and five have been voted on but have not yet been submitted to ANSI for approval. There are 25 subcommittees working on standards. Six are working on revision of present standards, and the remainder are working on new standards.

The American National Standards Institute instituted a service fee system for 1980. This requires the Special Libraries Association to pay \$50.00 for its participation in ANSC Z39 activities. The Special Libraries Association Board of Directors at its Fall 1979 meeting voted to give ANSC Z39 a contribution of \$500 to assist in carrying out the Committee's work.

At the Annual Meeting on Apr 30, 1980, which your representative attended, it was announced that the request to change the name of the committee had been approved by ANSI. The name of the committee—formerly Library Work, Documentation, and Related Publishing Practices—is now Library and Information Science, and Related Publishing Practices.

RICHARD L. FUNKHOUSER

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

The revised standard for Permanent and Durable Library Catalog Cards was accepted by ANSI and is being printed. A subcommittee on library book stacks was formed at a meeting during the Dallas ALA Annual Conference on Jun 27, 1979. Frazer Poole was elected chairman of the subcommittee. Work is underway for a new standard on Bracket Type Steel Shelving. A new subcommittee on book trucks is just being formed.

DON T. HO

American Society for Information Science

SLA successfully sponsored a two-hour program at the ASIS Annual Meeting in Minneapolis, October 1979. Program chairman, Mary Lou Kovacic, aided by Committee members Laura Dirks, Charlene Mason, Rick Reynen, and Sue Stuehrenberg, organized a panel discussion on the "National Periodicals Center." Panel participants were Laura Gasaway, Audrey Grosch, Allan Wittman, and Robert Burns. The SLA Minnesota Chapter hosted a wine and cheese reception following the program.

I was able to attend a session of the ASIS Committee on InterSociety Cooperation (CISCO) and was impressed with the reports from ASIS liaisons to the various information-related organizations.

Potentially, significant progress will be made in the area of ASIS/SLA cooperation nationally, with a recent agreement permitting registration at each association's conferences at member rates. This past year saw the initial planning of the Joint Chemical Information Conference involving members of the SLA Chemistry Division, ASIS, and the ACS. On the Chapter level, Minnesota continues to cooperate with the local ASIS Chapter on monthly meetings, the monthly newsletter, continuing education programs, the sponsoring of information symposia and, when the opportunity for an annual conference presents itself as it did last October, in staffing and serving on various conference committees. Norm Crum has agreed to be the program chairman for the SLA session at the Anaheim ASIS Annual Conference in the Fall 1980.

A committee was charged with the task of reviewing guidelines for SLA Representatives by the SLA Board of Directors at the Winter Meeting in San Antonio. Guidelines for the SLA Representative to ASIS were revised and submitted for consideration.

MARY LOU KOVACIC

Canadian Library Association

Alan MacDonald, CLA Treasurer for 1978/79 (and President-Elect for 1979/80) was once again able to announce a surplus in revenue over expenses in his report at the 1979 Conference in Ottawa. He, nevertheless, proposed an increase in membership fees. President Ron Yeo, in his address, reported that several large institutions had withdrawn their CLA memberships because of financial difficulties, causing Yeo to express concern for the strength of the Association. Yeo considered the personal disappointment of his term to be due to the failure of CLA's Council to reach a position supporting the continuance of public library boards. He argued: "The transferring of real power from library boards to city councils continues to be a potential danger that if enacted would, in my opinion and in the opinion of many of my colleagues, have a dramatic negative influence on the maintenance and development of public library service and would eventually affect the services of school, college and university libraries."

The retiring Council decided that individual members of CLA may form interest groups of no fewer than 15 members. These groups may meet and correspond on some common aspect of library service that is not dealt with in the Association's formal structure. Initiated by CASLIS, an Online Users Interest Group was formed during the Conference. It created an ad hoc committee to investigate liaison with other proposed national online users groups, specifically by the Canadian Association for Information Science (CAIS). The group will act as a national forum for input to database producers and suppliers, and to government or other agencies involved in telecommunications regulation. A Gay Interest Group and two other groups concerned with library history and circulation control were approved at the February Council Meeting.

A highlight of the Conference was the presentation of the CLA prize for outstanding contributions in librarianship to Jack E. Brown, formerly head, Canada Centre for Scientific and Technical Information (CISTI). CASLIS also gave Brown a special merit award. Commenting on his 40 years in the information business, Brown said, "I became a librarian not because of a love of books but because it was an occupation where one could provide a vital service, access to information."

Resolutions at the 1979 Conference urged government support for writing, publishing, and book distribution; requested the establishment of an adequate program at the National Library for the visually and physically handicapped; asked the government to facilitate copyright permissions for nonprofit producers of talking-book materials; urged ministers of education to promote the purchase of Canadian learning materials produced by Canadian publishers; requested that the government provide funds for the creation of high quality Canadian children's books; reaffirmed the 1977 brief concerning the role and priorities of the National Library; decided that

surplus funds be devoted to staff resources in aid of intellectual freedom; protested the Ontario government's legal pursuit of the publishers of *The Body Politic*, a homosexual periodical; and assigned to a committee the development of strategies to promote adequate representation of Canadian publications in Canadian libraries. Parliamentary Librarian Erik Spicer, the 1979/80 president, mentioned copyright, definitions of obscenity, the right to privacy, illiteracy, internationalism, and CLA membership as being among his concerns for his year in office.

CASLIS, the special libraries section of CLA, has seen a doubling of its membership during the last five years. It set guidelines for a special projects fund for workshops, publications, union lists, or individual research. The CASLIS national executive approved in principle some terms of reference to develop a continuing education function within CASLIS. Working in conjunction with the Chapters, this project will ensure that programs relevant to the needs of those working in special libraries are available to all CASLIS members, regardless of their location. The CASLIS local Chapters were all active during 1979/80, offering informative lectures and workshops.

At the CLA Council Meeting in October, the members were primarily concerned with the possible abolition of public library boards and with Quebec's Bill 51, a bill which requires that public bodies, including municipal corporations and public libraries but excluding universities, buy their books only from accredited booksellers. The theme of the conference in Vancouver, appropriately enough, will be "Libraries, Librarians and Power: Developing Strategies." Certainly CLA starts the decade in a strong position since its membership topped 5,000 on March 18th.

SUSAN KLEMENT

Catholic Library Association

The 1980 Catholic Library Association Convention, held in New Orleans from Apr 7 to 10, was an outstanding professional experience for all CLA members.

Programs throughout the week offered opportunities to explore a variety of topics that are of current concern to the library profession. A pre-Conference Institute was held on April 7 on "What Youth is Reading and Why," which was designed to assist librarians in the difficult task of selecting both print and nonprint media for the youth of today.

"Com Anglo-American Cataloging Rules II and All That Jazz" was a relevant topic to the profession and setting. An overview of AACR2 examined the factors that led to its development, the aims of its authors, and the resulting changes in cataloging rules. Discussion of various types of catalogs reveals how technological developments in this field have provided the library with options in dealing with its own catalog.

The Regina Medal for continued distinguished contributions to children's literature was awarded to Beverly Cleary. Her beloved children's books—starring Henry Huggins, Beezus and her exasperating funny little sister Ramona, Ralph the Mouse, and all their friends—have won fans in 14 countries. She has a special gift for finding humor in the smallest of life's incidents.

Oscar winner and five-time nominee, Gene Deitch, who has authored many television commercials and over 1,000 films, explained and demonstrated the relationship between the animator and the book.

Elizabeth Roundtree, assistant city librarian, New Orleans Public Library, informed the Public Librarians Section of the "Applied Problem Solving Through Creative Thinking" audio course produced by the American Chemical Society. This course has been successful in enabling librarians at the New Orleans Public Library to solve problems and increase *esprit de corps*.

The Association received a \$35,000 grant from the Compton Educational Services Division of Encyclopedia Britannica to provide video cassette continuing education programs which will enable local Chapters to provide five, two-hour workshops.

MARY-JO DI MUCCIO

CONSER Advisory Group

The last meeting of the CONSER Advisory Group was held on May 30, 1979, and its substance was reported to the Executive Board and the SLA membership [*Special Libraries* 70:439 (Sep 1979)]. Since that time, no additional meetings have been held.

As of April 1980, the CONSER file, begun in 1975, contained more than 270,000 records of which approximately 100,000 have been authenticated by the Library of Congress (LC) and the National Library of Canada. These serial records represent the cooperative contributions of 15 participating institutions comprising, for the most part, university and governmental libraries. Specifically, CONSER participants now constitute the following: Library of Congress, National Library of Canada, National Agricultural Library, National Library of Medicine, Boston Theological Institute, Cornell University, Florida Union List of Serials (University of Florida, Gainesville), Indiana University, Harvard University, Minnesota Union List of Serials (University of Minnesota), State Library of New York and State University of New York, U. S. Department of the Interior, University of California, and Yale University.

Concern was expressed at the first meeting of the CONSER Advisory Group to assure adequate mechanisms for distribution of CONSER file data. Covering data available through December 1979, the CONSER file was copied, converted to the MARC Communications Format and made available through purchase from LC's Cataloging Distribution Service. The tape is sold as 9-track,

800, or 1600 BPI with undefined variable-length records. Current or updated authenticated CONSER records are made available on a monthly basis through the MARC Serials Distribution Service. Retrospective records are also sold as computer output on microform. Approximately one annual meeting is projected for the CONSER Advisory Group.

IRVING M. KLEMPNER

Continuing Library Education Network & Exchange (CLENE)

CLENE has spent a great deal of time this past year rethinking the relationships between itself and its constituents while still working on ambitious continuing education programs. Eleanor Ficke was hired as Executive Director, first on a half-time appointment which then changed to a three-quarter-time appointment. This has resulted in more continuity in CLENE's activities.

The Provider Approval System, a part of the model Rational Voluntary Recognition Program, finally reached the pilot survey stage, and the Special Libraries Association will be one of the organizations participating in this process.

Completing my first year as a member of CLENE's Board of Directors has enabled me to see at close hand all the activities of the organization.

JUDITH J. FIELD

Council of National Library and Information Associations

The two semiannual meetings of CNLIA were held in New York at the Summit Hotel on Dec 7, 1979, and May 2, 1980.

The Council of National Library and Information Associations, Inc. has served since 1942 as a forum for library and information service associations to discuss the library and information problems of each successive era. The primary purpose of the Council is to provide a meeting place where matters of interest to member associations can be discussed and appropriate action considered. A second purpose is to foster cooperative projects of value to North American librarianship as a whole. The Council has made a concerted effort during the past year to include in its membership those library and information associations whose goals are compatible with those of the Council. There are now 18 library and information associations holding membership in CNLIA.

CNLIA carries out its programs primarily through committees, but since the Council has no guidelines for their operation, a Committee on Committees was appointed to establish guidelines for the composition and activities of these committees. The chairman is Richard Buck, Theatre Library Association; members are Susan Sommer, Music Library Association and Shirley Echelman, Medical Library Association. They will

consider joint committees (permanent committees with representative appointed by associations rather than by the Council), ad hoc committees, and internal operating committees.

This led to the appointment of a Finance Committee to review the Council's finances and to make a recommendation on the proposal that CNLIA become a member of ANSI, as well as continue as Secretariat of Committee Z39. Members of the Finance Committee are Robert Henderson (past chairman, CNLIA), John T. Corrigan, Catholic Library Association, and Melva Peterson, Music Library Association.

When representatives of certain specialized library associations met on Saturday, Jan 6, 1980 at the George Washington University Medical Center, Washington, D.C., to discuss the role of library associations other than ALA in ongoing and future programs for catalog code revision (AACR2), the Council was represented by Theodore Wiener and John T. Corrigan, each a former past chairman of CNLIA.

The Council was an active participant in the White House Conference on Library and Information Services and was represented by Chairman-Elect, Richard M. Buck, Theatre Library Association who was the Council's Official Observer.

A future project of CNLIA is to investigate the possibility of providing techniques that will help smaller, specialized library and information associations to deal more effectively with the problems of membership lists and other administrative tasks.

CNLIA continues to be the Secretariat for Z39, and as such is responsible for seeking funds for its support.

Richard M. Buck, succeeds Jane Hammond, (American Association of Law Libraries) as Chairman, 1980/81. Also elected, beginning Jul 1, 1980 were: John Corrigan, Catholic Library Association, Chairman-Elect; Barbara Preschel, American Society of Indexers, as Secretary/Treasurer; and Robert DeCandido, Library Binding Institute, as Director (1980/83). The nominating committee was chaired by Dr. David R. Bender, executive director, SLA.

VIVIAN D. HEWITT

CNLIA Ad Hoc Committee on Copyright Law Practice and Implementation

During 1979/80, the Ad Hoc Committee has continued to monitor the activities among its member library associations regarding implementation of the sections of the new Copyright Law concerning library photocopying. A major focus of association activity during this period has been the testimony before the Copyright Office Panel which is conducting a series of regional public hearings begun in January, 1980, and scheduled to conclude in January, 1981.

The American Library Association presented an official statement at the January hearing through presentations by several of its members. A statement for the Special Libraries Association was also presented at that hearing (see *SL* 71 (no. 7):322-326 (July 1980)). The Medical Library Association offered its official statement at the hearing in June.

The Association of American Publishers and individual publishers have presented statements at each of the hearings so far. Although they uniformly claimed that librarians are not complying with the law, no specific evidence to support their contentions has been supplied thus far. Several references to possible litigation against libraries in for-profit corporations have been made in publisher testimony. However, AAP testimony given in June revealed that it now realizes that the Copyright Clearance Center (CCC) mechanism may need some changes. Specifically, an AAP resolution calls for the investigation of "broadening the coverage of the CCC to include chapters and sections of books; changing the CCC system from a transactional to a blanket fee basis like ASCAP; or, creating a wholly new and comprehensive permissions payments clearinghouse for all copyrighted materials."

Also at the June hearing, there was testimony from CCC indicating that the concept of a flat fee payment, especially for large volume users, is being seriously considered. It was also announced that agreement has been reached with the Dutch government to pay the photocopying fees for U.S. publications copied by Dutch government agencies through CCC. "Substantial" sums of money are expected by CCC from this source.

The Ad Hoc Committee continues to meet on a schedule that normally coincides with the meetings of the Copyright Office 108(i) Advisory Committee. Nancy Marshall and Efren Gonzalez of the Ad Hoc Committee are members of the Advisory Committee representing the library community. The major activity of the Advisory Committee has been to work with the Copyright Office in preparing the request for proposals concerning an empirical study of photocopying as it relates to libraries, publishers, and users.

EFREN W. GONZALEZ

Depository Library Council to the Public Printer

The Depository Library Council to the Public Printer met in October, 1978, in Alexandria, Va., and in St. Paul, Minn., in April 1980. The Assistant Public Printer (Superintendent of Documents), Carl A. LaBarre, reported on the continuing extension of publicity for depository libraries and his office's activities, in connection with the GPO inspection program for depository libraries, to assure adequate free public access to depository collections and deposited government publications. At both meetings, the Superintendent of Documents commented on the progress of

automation of GPO operations, especially on the status of and plans for extension of GPO cataloging efforts for U.S. government publications, and the depository distribution operations.

The Council-proposed KWIC Index to the GPO *Monthly Catalog* was discussed in considerable detail at both meetings. I am pleased to report that the initially prepared index will be published in the January-June 1980 semiannual and in the July-November 1980 monthly issues of the *Catalog*. A much improved KWIC program will be used for the annual cumulative issue of 1980.

As a result of the continuing efforts to acquire, for depository distribution, additional valuable titles published by federal agencies and not previously available, the quantities of material received by regional depository libraries (for permanent retention of all depository titles) has reached the stage where, at the April 1980 meeting the space and management problem of regional libraries had the attention of Council. With the certainty that no federal funds will be available through GPO to assist regionals in their efforts to cope with space and personnel shortages, as well as for any extension of present services, there is a possibility that regional libraries may be allowed to receive and retain less than the total number of publications covering data for the entire United States and published in great quantities (i.e., Flood Insurance Studies). Such permission may require a change of language in Title 44 U.S. Code if the GPO Depository Library System's functions will, in fact, be mentioned in the final version of the bill to revise the current law (see the last paragraph).

In April 1980, the Council was briefed on the 1980 decennial census publications, which will consist not only of a large volume of data published in both paper and microfiche format but of approximately 37,000 microfiche of data, many of which are published in microfiche only. In addition, some 50,000 census maps will be published. The GPO is studying the possibility of issuing them in microfiche. Those quantities suggest the large increase in depository material and, consequently, the problems faced by regional and large selective depository libraries with a permanent interest in census (and other statistical) data.

At both meetings, the Council expressed its continuing concern over the state of the (current) H.R. 5424, the House bill to revise Title 44 and to reorganize the present Joint Committee on Printing (to be replaced), as well as the functions of the Government Printing Office (to be renamed) which might be relocated within the executive branch of the government. The bill's progress through the House of Representatives has been slowed in part by the lack of familiarity among the members of Congress with the interests of the library community in the revision of Title 44, or indeed with the GPO services vital to libraries and the public—since the Depository Library System and its distribution program is but one of several important tasks assigned to the GPO. The librarians active on behalf of the library commu-

nity are only one of many interest groups with divergent, and in some respects, contradictory concerns which the House committees have tried to meet in the latest version of the bill. The bill must soon be voted on by the entire House if it is to be taken up and voted upon by the Senate in this final year of the 96th Congress.

JOHN HENRY RICHTER

Federal Library Committee, Guest Observer

Resource Sharing

Through its Federal Library and Information Network (FEDLINK), the Federal Library Committee (FLC) now acts as agent for 235 federal libraries and information centers that participate in OCLC and other programs, such as commercial online search services. This pooling of resources and consolidation of certain administrative functions offers economies, such as lower rates for high volume of use. During 1979, FEDLINK began to extend its services to include subsystems for interlibrary loan, serials check-in, and acquisitions.

Tape Use Services

The Tape Users Group established by the FLC Executive Advisory Council prepared a proposal for the membership that resulted in a contract with Blackwell North America to prepare members' data-bases of OCLC records for additional products, such as Computer Output Microfilm (COM) catalogs, accessions lists, regional union catalogs, special awareness bibliographies, and others.

Private File Service

To support shared retrieval services, FLC continued to coordinate an outline private file service, originally called USERLINE. This service began in 1977 with a Bibliographic Research Service contract. The vendor maintains online private file records of the member agencies.

Acquisitions Services

An FLC contract with the Sigma Data Computing Corporation, which operates the DATALIB online acquisitions system, was continued. DATALIB is a minicomputer-based service available to nonfederal as well as federal libraries. FLC also is working with OCLC to test and evaluate their new OCLC online acquisition subsystem which is scheduled for FY80.

Education and Studies

To provide continuing education opportunities, FLC sponsored a home-study course on information storage and retrieval, a library technicians workshop, and regional workshops. To acquire information of value in managing federal

libraries and information centers, it also sponsored studies, such as a survey of federal libraries which is expected to produce a comprehensive up-to-date directory of federal libraries.

Meetings and Other Activities

FLC provides a forum for discussion and information exchange through monthly meetings and special gatherings of federal librarians. During the year, meetings were held concerning the White House Conference on Libraries and Information Services, the impact of AACR 2 on federal librarians, and other topics of widespread concern.

FLC is working with the Network Development Office and the Automated Systems Office of the Library of Congress on the MARC Format for Technical Reports to produce guidelines on the use of this format for the major online systems.

RUTH S. SMITH

International Federation of Library Associations and Institutions (IFLA)

Please refer to the March 1980 issue of *Special Libraries* [77 (no 3): 187-197] for information and extensive reporting about IFLA.

VIVIAN D. HEWITT

IFLA. Biological and Medical Sciences Libraries Section

The Standing Committee meetings and the program session of the Section were held at the Amager Campus, University of Copenhagen.

Standing Committee I

The meeting convened at 10 a.m. on Sunday, Aug 26, 1979, with Irwin H. Pizer, chairman, presiding. The present officers of the Section were re-elected for a two-year term after proxies were obtained from absent Standing Committee members, Nina Matheson, Washington, D.C., and Alexander M. Cain, Edinburgh. The minutes of the meetings held in Strbské Pleso, Czechoslovakia in 1978 had been distributed to all members.

Program Meeting

The meeting convened on Tuesday, Aug 28, 1979, with the chairman presiding. Eleven members were in attendance.

Dr. Estelle Brodman, librarian and professor of medical history, Washington University School of Medicine, St. Louis, Missouri, was the main speaker for the first program presented by the Section. Her topic was "Biomedical Library Management and Legislation in Developing Countries in Asia." Certain problems in establishing and running biomedical libraries in these countries were discussed. The speaker stressed

two areas: political or legislative problems, and technical problems. The former includes difficulties in getting information in and out of countries, difficulties in obtaining foreign currencies in small or large amounts, and a lack of understanding among government officials about the usefulness of libraries. Technical problems include a lack of facilities for publishing and distributing biomedical research papers, and a lack of training programs and trained personnel to serve in libraries. The speaker suggested that concerted action by biomedical librarians through such organizations as IFLA, the United Nations Educational, Scientific and Cultural Organization (UNESCO), the Economic and Social Commission for Asia and the Pacific (ESCAP), and the World Health Organization (WHO), might help to solve some of these problems.

The discussant of Brodman's paper was Jacqueline Forget, head, Library and Documentation Service, International Planned Parenthood Federation, London. She suggested that biomedical libraries develop streamlined shopping lists of the services and equipment needed by the individual library. She stated that in Asia, the infrastructure of librarianship is generally centered around the universities. Since health workers in the field have no access to university libraries, one solution to the problem might be the development of strong medical school libraries plus small documentation networks.

Standing Committee II

The second Standing Committee meeting convened on Aug 31, 1979. The chairman indicated that two librarians were added to the Committee as observers: Antoinette Mercier of the WHO Regional Office for Europe at Copenhagen, and Wieslawa Tylman-Gadek of the Central Medical Library, Warsaw.

Copyright practice in different countries was the first topic of discussion. Practices varied from liberal in England to more restricted in France, to less restricted in Poland. The discussion ended with a brief review of the U.S. Copyright Law and its effect on medical libraries. Volunteers were sought to work on an IFLA study.

Manila Program. The chairman discussed suggestions for the Section program in Manila. The theme will be "Facilitation of Information Exchange," including the mechanics and processes for information exchange between developing and developed countries. During the discussion that followed, the point was made that there should be practical suggestions for meeting the problems, rather than just analyzing the problems. A background paper by someone from Asia, for example, summarizing the problems might be a starting point. A program meeting cosponsored by the Japan Medical Library Association was planned.

Section Projects. The chairman reviewed the two projects approved by the Standing Committee in Czechoslovakia in 1978. The short-term project of

compiling an inventory of online databases in biological and medical sciences was not started during the year. No word had been received from IFLA as to whether the project was still being pursued. The chairman indicated that funds have been approved for next year. After discussion, the projects were divided into medium- and long-term. The medium-term projects would include an international inventory of medical and biological thesauri, but would be restricted to those that have been published and are kept current; it would also include an inventory of online databases in biological and medical sciences. The long-term project would be a World Directory of Biological and Medical Sciences Libraries. Mercier indicated that the World Health Organization might be interested in publishing such a list.

Regional Meeting for North Europe

The Section conducted a Regional Meeting for North Europe on Tuesday, Sep 4, 1979, and Wednesday, Sep 5, 1979, at the Helsinki University Medical Center, Meilahti Hospital, Helsinki, Finland. The meeting was held in conjunction with the celebration of the 50th Anniversary of the Finnish Research Library Association under the patronage of Urho Kekkonen, President of Finland. There were more than 110 registrants, mainly from Scandinavia, but also representatives from Belgium, Bulgaria, the Netherlands, the United Kingdom, West Germany, and 13 from the United States.

Sep 4, 1979. Irwin H. Pizer, university librarian, University of Illinois at the Medical Center, Chicago and Chairman of the Section, opened the morning session. He reviewed the history of the Biological and Medical Sciences Libraries Section of IFLA, starting with its organization in Brussels in 1977, within the Special Libraries Division. He read the Terms of Reference which explain the purposes of the Section; and he reported on the first Standing Committee meeting in Strbské Pleso, Czechoslovakia, in 1978. Mr. Pizer concluded his remarks by naming the Standing Committee members and listing the Section membership which totals 8 association members and 22 institutional members. He made a plea for attendance at the IFLA meeting in Manila in August, 1980; and at the Fourth International Congress on Medical Librarianship in Yugoslavia in September, 1980. Plans for the Manila meeting, discussed at Copenhagen, were outlined.

The program proceeded with a presentation by Doralyn J. Hickey, professor, School of Library and Information Sciences, North Texas State University, and Chairman Emerita of the IFLA Division of Bibliographic Control. Her topic was the "Theory of Bibliographic Control." Dorothy Anderson, director, IFLA Office for Universal Bibliographic Control, stressed the practical aspects of the subject outlined in her paper. Some of the projects sponsored by her office were discussed. A brief question and answer period for both speakers followed.

Ritva Sievanen-Allen presented a paper on "Biomedical Networks." Frederick Kilgour was asked to comment on her paper. He agreed with many of her statements and indicated that in the United States attention is being given to the technological aspects of international cooperation through networking.

"Problems of Interlending" was the topic of E. Sidney Smith's paper. He discussed the effects of computerized databases on requests for a wide range of reading materials. He listed four basic models for establishing national interlending systems. As head, International Services, British Library Lending Division, most of his experience has been with Model A—concentration on a single library.

Pirjo Suutarinen, head, Information Service, Central Medical Library, Helsinki, spoke on "Bibliometric Methods and their Applicability in the Study of Biomedical Literature."

September 5, 1979. Lucretia McClure, director, Edward G. Miner Library, School of Medicine, University of Rochester, New York, taught the course "General Biomedical Reference Tools." It was the first international presentation of a continuing education course prepared by the Medical Library Association (U.S.A.). Included as part of the course was a special demonstration of online database searching of medical literature conducted with the assistance of the American film, Bibliographic Retrieval Services, Inc., one of the three major U. S. vendors of online search services. Thirty persons registered for the course.

For Finnish librarians not attending the continuing education course, there were three concurrent group discussions: "Cooperation in Acquisition of Literature"; "Cooperation in Interlending"; and "Finnish Librarians in Central Hospitals."

In addition to the professional program of this first Regional Meeting for North Europe, the participants were invited to take part in the many activities planned for the 50th anniversary of the Finnish Research Library Association. On Sunday, Sep 2, there were wreathlaying ceremonies at the graves of the former presidents of the Association; a church service in English at Tempelaukio Church, an international church set in a rock. Frederick Kilgour and Ruth Smith participated in the church service by reading the Lesson.

On Monday, Sep 3, formal toasts of congratulations were offered to Ritva Sievanen-Allen and officers of the Association by Dorothy Allen, representing the President of IFLA; Irwin Pizer, representing the Medical Library Association; Pat Molholt, representing the Special Libraries Association; and many other representatives of library associations, libraries, and organizations in Europe.

A scientific program was presented Monday afternoon. Dr. Eugene Garfield talked on "Citation Analysis of the Finnish Scientific Papers." A panel discussion on special aspects of Finnish librarianship followed with contributions by Doralyn Hickey and Dorothy Anderson.

This first Regional Meeting for North Europe must be considered a tremendous success, from the planning and execution of the program to the outstanding hospitality of the hostess, Ritva Sievanen-Allen, and her colleagues.

RUTH C. SMITH

IFLA. Geography and Map Libraries Section

I attended the IFLA Conference in Copenhagen Aug 25 to Sep 1, 1979. The Geography and Map Section Standing Committee met Sunday, August 26, in the morning and afternoon; Monday morning; Tuesday morning and afternoon; and Friday morning. Reports and topics included:

- the SLA meeting in Hawaii;
- an international standard map number;
- the *World Directory of Map Collections*;
- UNIMARC;
- a glossary of cartographic terms;
- liaison with other organizations such as the International Cartographic Association;
- the *International Bibliography of Cartography*;
- the physical planning of map libraries;
- moving the American Geographic Society collection from New York to Milwaukee;
- plans for a seminar for map curators, especially those from developing countries, and a manual to be published in connection with the seminar;
- the 1970 IFLA Conference in Manila.

Responsibility was assigned for various tentative chapters and sections of the proposed manual, which is to be edited by Helen Wallis, British Library, and Hans Van de Waal, Rijksuniversiteit, Utrecht. I was asked to prepare the bibliography of literature on map curatorship but have not yet received the introduction and guidelines for contributors. I have had no communication from IFLA since the Conference in Copenhagen. I plan to attend the 1980 IFLA Conference in Manila.

MARY MURPHY

IFLA. Science Technology Libraries Section

The Science and Technology Libraries Section held a meeting of its Standing Committee in Copenhagen. One topic was the progress of the handbook project, "Availability of Patents." It was decided to have Mr. Vajda and some of his Hungarian colleagues prepare an annotated table of contents for the proposed handbook. This should be completed close to the time of the Manila meetings. The European Common Market is interested in such a publication and they may cooperate in its production.

Elections within the Standing Committee resulted in the unanimous election of the following Section officers: Eric Vajda (Hungary), Chairman; Pat Molholt (U.S.A.), Secretary and Financial Officer.

The program session for the Section was reasonably well-attended and centered around papers presented by J. Balasz, P. Gyore, A. Evans, and M. Slajpah. In addition, discussions regarding the program session for the Manila meetings were held. Unfortunately, few plans could be made due to the uncertainty of participants' attendance.

IFLA. Art Librarians Round Table

Please see *Special Libraries* 71 (no 3):193-195 (Mar 1980) for a report of the activities of the Round Table.

NOËL BALKE

IFLA. Astronomical and Geophysical Libraries Round Table

The Astronomical and Geophysical Libraries Round Table group held only a business meeting during the Copenhagen Congress. The Chair, Pat Molholt, had issued two newsletters during the last year and maintained correspondence with several members, particularly with Mrs. Grassi who heads the project on rare astronomical books. There was no actual business conducted at the meeting due to the lack of attendance. Further, because of the inability of the group's members to attend the Manila meetings in 1980, the next formal Round Table gathering will be in Leipzig in 1981.

IFLA. Music Librarians Round Table

I attended the Congress of the International Federation of Library Associations and Institutions held in Copenhagen, Denmark, from August 26 to September 1. On August 31, I presented a paper on "The Role of Sound Recordings in Library Collections" at a session sponsored by the Round Table. At the business meeting of the Round Table, I was elected an official member of the group.

FORREST ALTER

Library Binding Institute

No report received.

Library of Congress Cataloging in Publication Advisory Group

The work of the Library of Congress's newly formed Cataloging in Publication Advisory Group focused on a survey planned for late 1980. It is designed to determine the needs of various kinds of libraries for CIP services.

The two meetings, held at ALA's Annual and Midwinter Meetings, brought together representatives of ten major library associations, two publishers, and the Library of Congress's CIP Division.

A draft of the survey questionnaire was evaluated and revised; opinions were exchanged on such topics as inclusion of U.S. government and multinational publications in the CIP program.

The CIP program now has 1,900 participating publishers, and last year prepared approximately 27,000 pieces of data. The creation of the Advisory Group assures that the CIP Division's work will reflect the needs of all segments of the library community.

MARJORIE GORDON

Library of Congress Networking Advisory Committee

The Networking Advisory Committee (NAC) met in Washington, D.C., on Mar 4-5, 1980, for the purpose of examining and analyzing a number of questions relating to ownership and distribution of bibliographic data. Who should own bibliographic data? Should such data be copyrighted? Can restrictions be placed on their use? What are the existing legal provisions for bibliographic files? What are the implications of a proprietary approach to bibliographic records for the flow of information nationally and internationally? These and similar questions were discussed in order to develop a fuller understanding of issues relevant to the distribution and use of bibliographic information, to reduce present and future constraints on its access while maintaining and improving its quality and quantity.

Members of NAC were divided into small discussion groups to formulate 1) a list of specific issues concerning the ownership and distribution of bibliographic data, 2) an indication as to which of these issues rank as priority concerns for the NAC, 3) a description of the obstacles to action, as well as the incentives for change regarding these issues, and 4) ideas for dealing with these issues in the future. Some tentative conclusions reached by members of the NAC include the following:

- Possession of bibliographic records may not constitute ownership in a legal sense; thus, access to bibliographic records may require a new concept of access-control other than ownership to replace or supplant the traditional practice of copyright.

- Access to bibliographic records may be governed by contractual arrangements between or among the interested parties.

- Creation of bibliographic records may require economic incentives.

- Fair compensation for use of bibliographic records may be a desirable and necessary goal. This requires achieving a balance among access to bibliographic information, economic viability, and social goals.

- Lack of mechanisms for cooperative sharing

of bibliographic data on a national basis requires attention.

The conclusions, issues, and suggestions raised by NAC members are undergoing further study. The theme to be considered at the next NAC meeting, scheduled for September 1980, will deal with "Network Governance." A subcommittee under the chairmanship of John A. Linford, director, NELINET, is in the process of developing the background information and agenda.

DR. IRVING M. KLEMPNER

Medical Library Association

The Annual Meeting of the Medical Library Association was held Jun 2-8, 1979, in Honolulu, Hawaii, preceding the Special Libraries Association Annual Meeting. As was experienced by SLA, the number of attendees were fewer than expected because the meetings were held outside the continental limits of the United States.

MLA, as part of its Annual Meeting Program, had a report of the Ad Hoc Committee on MLA Group Structure Implementation. This was followed by a report from the By-Laws Committee on needed changes resulting from the new structure. Both reports will be discussed in depth at the MLA Annual Meeting in Washington, Jun 14-19, 1980. For the complete proceedings of the 79th Annual Meeting of the Medical Library Association in Honolulu see the *Bulletin of the Medical Library Association* 68(1):93-189 (January 1980).

In his 1978 Annual Report, Ronald R. Sommer, MLA Representative to SLA, called for more cooperation between the Medical Library Association and the Special Libraries Association, based on the following:

- 1) Concurrent or consecutive sessions of the two associations in the same cities, or at least in the same areas of the nation;

- 2) The need, if any, to better define the roles of the representatives to other associations; and

- 3) Closer cooperation between the two associations on educational programs.

Similar comments were cited in Sommer's Annual Report for 1979 which appears in the January 1980 *Bulletin of the Medical Library Association*.

In the light of higher costs for meetings, it would seem that cooperation, in all aspects, for our two annual meetings would be feasible. With the increase in dues that is to come in both organizations, the higher cost of travel, the higher cost of meetings, and so forth, members may reach the point of having to choose which organization they are going to support. Just this year, this representative has had to "cut corners" and make a decision, that decision was to drop my SLA membership. MLA is the organization that meets more of the needs of a health science librarian, this is the group I should belong to and give support to by working on its committees and within its groups.

I have enjoyed my association with SLA and

the Biological Sciences Division (BSD). I strongly support the views of Sommer but go a step further and question the real need for "representatives." I also believe that a stronger look at the BSD is needed: Is it serving the needs of the biological librarian? For years the BSD has been known as "little MLA."

JAMES H. PARRISH

Music Library Association

I attended the Music Library Association Annual Winter Meeting held in San Antonio, Texas, February 26 to March 1.

During the year, I continued to serve as the Music Library Association Representative to SLA.

FORREST ALTER

National Federation of Abstracting and Indexing Services

The 22nd Annual Conference of the National Federation of Abstracting and Indexing Services (NFAIS) was held in Arlington from March 4-6. For the first time, the Conference was cosponsored by the Association of Information and Dissemination Centers. The program was more stimulating and better-planned than any I have attended anywhere in recent years. The Conference theme was "New Technology in the 1980s," a subject of great interest to all branches of the information community. The Member Service pre-Conference, which I was again permitted to attend, contained some excellent presentations on the prospects and problems for the secondary services in the next decade, and on the growth of paperless systems in general. As in previous years, I found the pre-Conference the most valuable day of the meeting for gaining insight into the concerns, plans, and problems of the member services.

Other sessions of the Conference were devoted to various aspects of the new technologies that will affect information production, storage, transfer or delivery in the years ahead. Occasionally, a presentation bogged down in technicalities, but for the most part the speakers had a clear grasp of the theme of the Conference and of the developing knowledge and understanding of their audiences. This was a tribute to the excellently planned structure of the Conference as a whole.

As in previous years, I feel strongly that the topics addressed by the secondary services at this Conference deserve a wide audience of librarians who are the prime users of these services. Developments in publishing in the next ten years will have a significant impact on the ways in which we are able to provide library service. With this in mind, I hope to meet with Lynne Neufeld, NFAIS's new Executive Director, during SLA's June Conference to explore the possibilities of an NFAIS-sponsored session at the Atlanta Conference in 1981.

GWYNETH MALLINSON

National Micrographics Association

Integrated systems is a topic of great interest to the National Micrographics Association (NMA). The NMA Midyear Meeting, held in San Antonio Nov 7-9, 1979, explored the possibilities of integrated technologies leading to future integrated systems. The NMA Board of Directors has also announced an Integrated Systems Expo to be held Sep 9-11, 1980, at the Shoreham Americana in Washington, D.C. The present trend of integrating word- and data-processing functions offers the possibility of innovations that would result in changes in handling the information we gather and distribute.

The NMA Annual Conference was held in New York, April 24-25. Its theme, "Productivity," was applied to the use of micrographics in various industries. Underlying this theme was integrated technology. A special section, "Office of the '80s: Productivity Impact," appeared in the February 18 issue of *Business Week*, with a focus on integrating technologies as a contribution to worker productivity.

The NMA educational program has been expanded with additional seminars and a current awareness service available from the Resource Center in addition to their online bibliographic search and retrieval system. A number of audiovisuals that include films, videocassettes and slide/tape presentations may be obtained on a rental basis for a small postage and handling fee. The Center also answers requests for reading materials.

The International Micrographic Congress, made up of the micrographics associations of 34 countries, held its Annual Meeting in Paris last September and will hold the 1980 meeting in Hong Kong. The Second Latin American Micrographic Congress will be held in Sao Paulo, Brazil, this year. Around the world the theme continues to appear: integrated systems, integrated technologies. While the emphasis of the micrographics industry is on the applications in government, business, and the highly touted "office-of-the-future," the need for hardware and software in libraries and information centers, appropriate to the services they offer, is ever-present and is perhaps not receiving sufficient attention from the micrographics industry.

Comments and suggestions from SLA members are welcome at all times.

LORETTA J. KIERSKY

National Periodicals System Advisory Committee

Special Libraries Association continued in its support of the establishment of a National Periodicals Center. The year's work brought many surprises and some significant accomplishments.

A subcommittee of the Advisory Committee spent the summer of 1979 drafting legislation to create a federally funded National Periodicals Center (NPC). The specific organizational fea-

tures of the NPC were to be detailed later, but the Center was to be established as a nonprofit government corporation. On Sep 7, 1980, the Advisory committee met in Washington, D.C., to approve the draft legislation for forwarding to the National Commission on Libraries and Information Science (NCLIS) with a recommendation that it also approve the draft legislation at its meeting the following week.

However, before NCLIS could act, legislation was introduced in the House of Representatives on September 6 to create the NPC. Appearing as Title II, Part D of the Higher Education Act, H.R. 5192, the NPC would be created as a nonprofit corporation governed by a Board of Directors. H.R. 5192 passed the House on Nov 7, 1979. No hearings were held.

The Senate version of the bill, S. 1841, is still before the Committee on Labor and Human Resources. This bill differs from the House version in the funding for the Center and in requiring a design study slated to be completed by the end of 1981. S. 1841 should be voted upon in the Senate in June or immediately following the summer recess. SLA presented testimony in the Senate hearings supporting the establishment of the National Periodicals Center. Because of the substantial differences between the House and Senate version, the Conference Committee deliberations are likely to be lively.

NCLIS hopes to influence some amendment to the Senate version which probably will be the substance before the Conference Committee in the fall. In the Senate bill, the design study must be presented to each house of Congress for action. It then would require an affirmative vote of both the Senate and the House to move forward with the creation of the Center. NCLIS would prefer a provision whereby no action by either house within a certain number of days would equal affirmation.

The Advisory committee will not meet again until the fall. The thrust of that meeting will depend upon the stage of the legislation at that time.

LAURA N. GASAWAY

National Translations Center

Due to the death of the SLA Representative, Don S. Culbertson, no report is available.

President's Committee on Employment of the Handicapped, Library Committee

This 1979/80 report focuses on the activities of the Committee in selected areas. Time and space limits do not permit coverage of all the many interesting and exciting things the group is doing.

Since last May, the publication produced by the Committee, *Librarian's Guide to Act 504*, has been distributed widely. More than 30,000 copies have

been circulated to all types of agencies and individuals. Another 12,000 copies were sent to public, college, and other libraries and information centers. They were also sent to state and local directors of information. There are still copies available (free). Write the President's Committee on Employment of the Handicapped, Washington, D.C. 20210.

Book author receptions, in some cases, replaced Committee meetings. As reported last year, ten authors, of various titles on aspects of handicapped or disabled individuals, appeared in Washington in May 1979 at a reception sponsored by the Committee in cooperation with a number of agencies such as the Library of Congress and ALA. This fall, November 1979, there was a reception held at the District of Columbia Public Library in honor of Dr. Eveline Shulman, author of *Focus On the Mentally Retarded Adult*. The Committee favors this type of activity because it brings people who work with the handicapped into the library. A second benefit is that through our efforts to promote books, we render a most helpful service to handicapped people.

The highlight of the year was the White House Conference on Libraries and Information Services. There were 50 resolutions offered on libraries and information services with two resolutions on the handicapped. They dealt with access to facilities and information resources by the disabled, as well as with library service. SLA had prepared a special set of recommendations (published in *Issues for Delegate Consideration*, H.W. Wilson Company), but I am not sure that any were finally adopted as resolutions. One recommendation addressed itself to special services at the state agency level for special constituencies [*Special Libraries* 70 (no. 9):387-388 (Sep 1979)].

On Apr 30, 1980, the Library Committee replaced its usual annual meeting in Washington, where the full President's Committee meets for three days, with full participation in a Round Table on Rehabilitation Information. The event was an organizational meeting to elect officers, begin preparation of bylaws, and so forth. It met at the National Rehabilitation Information Center suite at the Washington Hilton. The Center is located on the campus of Catholic University. We hope that SLA members, if they are not already involved in the Center's dissemination efforts, will become knowledgeable about them.

On May 13 and 14, several Committee members, including myself, were invited to Washington as observers to a consultation sponsored by the U.S. Commission on Civil Rights. The presentations, which included a talk by Assistant Attorney General Drew S. Days III, were entitled "Civil Rights Issues of Handicapped Americans—Public Policy Implications." I was not able to attend.

In closing, I will recap the chronology of meetings:

May 2, 1979 Book Author Luncheon—Washington, D.C.; part of the full President's Committee Meeting

- Jun 26, 1979 ALA Library Committee, Dallas Convention Center
- Jan 21, 1980 ALA Mid-Winter Meeting, Library Committee
- Apr 30, 1980 Joint meeting of Library Committee with National Rehab. Info. Center (annual meeting) Washington, D.C.; part of the full President's Committee
- Jun 1980 ALA—Washington, D.C. Library Committee

Thanks to Special Libraries Association for asking me to serve in this capacity for the past five years. My hope is that we will continue to pursue an active role in the activities of the Committee.

WILLIAM B. SAUNDERS

Theatre Library Association

The Theatre Library Association (TLA) participated in three conferences this year. In June, the Association sponsored two panels (film librarianship and conservation of materials) at the Annual American Library Association Convention in Dallas. At the American Theatre Association meetings in New York City in August, the organization presented panels on theatre collections in and around New York and on audiovisual archives of performances and personalities. Recorded performance—including motion picture and television archives—was again the theme of the TLA panel at the American Society for Theatre Research Conference on "The Impact of Technology on Theatre Practice and Research," held in New York in November.

TLA sent a letter to delegates to the White House Conference on Libraries and Information Services, citing the need to broaden knowledge about performing arts libraries and collections through comprehensive documentation of theatre holdings in the United States and abroad. TLA proposes to survey collections in the United States and Canada, while SIBMAS (International Association of Libraries and Museums of the Performing Arts) will survey the rest of the world.

Again this year, TLA joined the American Society for Theatre Research in sponsoring a series of free lectures and tours for members and guests. The 1979/80 series included visits to the Museum of Broadcasting and to the Theatre Collection of the Museum of the City of New York, as well as

lectures on George S. Kaufman and aspects of 19th century London theatre.

The season ended with the May reception to present the annual George Freedley Theatre Library Association Awards for works on live and recorded performance. The Freedley Award went to George W. Stone, Jr. and George M. Kahrl for their biography on David Garrick, with honorable mention to Malcolm Goldstein for his George S. Kaufman biography. The TLA Award was presented to Herbert J. Gans for *Deciding What's News: a Study of CBS Evening News, NBC Nightly News, Newsweek and Time*, with honorable mention to James Monaco for *American Film Now: the People, the Power, the Money, the Movies*.

DOROTHY L. SWERDLOVE

U.S. National Committee for the United Nations Educational, Scientific and Cultural Organization General Information Program (UNESCO/PGI)

The third plenary meeting of the Committee was held in the Woodrow Wilson Room of the Library of Congress on Mar 26, 1980. After the call to order and adoption of the agenda, the Chairman, Robert Wedgeworth, reported on the Bureau's activities during the past year. The Bureau is composed of eight elected members of the Committee and meets approximately four times a year to discuss policy and make recommendations. One of the major problems still facing the Committee and Bureau is the need to find a permanent sponsor. ALA has provided most of the office space and staff support for the last two years.

Vladimir Slamecka, School of Information and Computer Sciences, Georgia Institute of Technology, gave an introductory background to the UNESCO/PGI education and training activities. This was followed by a talk by Paul Wasserman of the University of Maryland on the FID program and its relationship to General Information Program. John E. Fobes, chairman, U. S. National Commission for UNESCO, talked about UNESCO's information program with emphasis on "informatiques."

The afternoon session consisted of a report on the forthcoming UNISIST Planning Seminar and a discussion led by Vladimir Slamecka on the 1980 and future program of the USNC UNESCO/PGI.

S. K. CABEEN

Chapters & Divisions

Rhode Island On Apr 23, the Chapter cosponsored a program on the pros and cons of online searching with the Rhode Island Junior Members Roundtable. The meeting was held at the University of Rhode Island University Club in Kingston.

Rio Grande In cooperation with the Arizona, Rocky Mountain, and San Francisco Bay Chapters, a workshop on "Conference Literature in Science and Technology" was held in Albuquerque, New Mexico from May 1 to May 3. The workshop, which attracted 108 participants, discussed such topics as sources of announcements, identification, verification, acquisition, and cataloging of conference literature.

Rocky Mountain Members met on Apr 19 for a day-long series of tours and discussions in Fort Collins, Colo. Members were hosted by Bernadine Zimmerman, librarian at ERT/Ecology Consultants; Pricilla Weddell, Teledyne Water Pik; and Frances Barney, Rocky Mountain Forest and Range Experiment Station Library. Five mini tours were conducted of science, engineering, and medical libraries in the area.

The 4th revised edition of the Chapter's publication, *Specialized Library Resources of Colorado* is available by mail order for \$10.00 (SLA members) and \$13.00 (nonmembers). Checks should be made payable to SLA, Rocky Mountain Chapter and mailed to: James W. Carter, AMAX, Inc., Extractive Research & Development, Technical Information Center, 5950 McIntyre St., Golden, Colo. 80401.

San Andrea The Chapter was accorded full membership status as SLA's 51st Chapter at the June 1980 Board of Directors Meeting.

San Diego The installation of new officers took place at the Chapter's May 22 meeting. The program which followed included a talk by Harvey Erlich on Bro-Dart's online acquisition system.

San Francisco Bay Region A panel discussion on "Library Budgeting" was presented at the May 13 meeting in the Bay Area.

A joint California Chapters meeting was held over the Labor Day weekend, Aug 29-Sep 1. The San Francisco Bay Region, Sierra Nevada, Southern California, and San Diego Chapters sponsored the state-wide library conference, which was held at UC/Santa Cruz.

The Chapter now has a 24-hour jobline that is updated every Monday. The number is 408/737-2365.

St. Louis The Chapter sponsored a Mini-Computer Workshop on Mar 18 at the Holiday Inn in Clayton, Mo. The program speakers addressed themselves to the applications of various in-house corporate computer systems.

South Atlantic On Apr 21, in cooperation with Emory University and the Georgia Institute of Technology, the Chapter sponsored a one-day conference on "Business in the Paperless Society: Information Retrieval at Work." The conference was held in the Space Science and Technology Building on the Georgia Tech campus.

Southern California A panel discussion on "Management and General Management Issues" was cosponsored with ASIS on Apr 9. Held at the Los Angeles Times auditorium, the meeting was preceded by a tour of the newspaper library.

In Memoriam

Aileen Ellis, chairman, Special Libraries Section of the Southeastern Library Association . . . died Jul 29, 1979. An active member of both the Alabama and Florida Chapters of SLA, she served as President of the Alabama Chapter, as Secretary of the Military Librarians Division, and on numerous committees. She was a former cataloger with the U.S. Air Force Historical Archives at Maxwell Airforce Base, Alabama, which she described in an article that appeared in *Special Libraries*. In 1979, she became the first recipient of the Air Force System Command's "Base Librarian of the Year Award" for her work as chief librarian at Elgin Air Force Base in Florida.

Don Stewart Culbertson, former chairman, Nuclear Science Division . . . died Feb 5, 1980. One of the early pioneers of library automation, he was also the first executive secretary of the Information Science and Automation Division (ISAD), now the Library and Information Technology Association (LITA), of ALA.

Charles L. Katz, former librarian, Lincoln University Library, Philadelphia . . . died Mar 17, 1980, at the age of 74. At the time of his death, he was working on a multi-volume set of *Bibliography of Bibliographies* which will be completed by a colleague and published posthumously. An active member of SLA since 1935, he served as president, Philadelphia Chapter in 1938.

Romana Javitz, founder of the Picture Division . . . died Jan 25, 1980, after a long illness. She was curator of the Picture Collection of the New York Public Library from 1929 until her retirement in 1968. She was elected chairman pro-tem of the Picture Division at its founding in 1952 and served as the Division's first chairman, 1953/54. She was managing editor of *PICTURESCOPE* from its beginning through 1968.

Margaret Randall, former chief librarian, Bank of Nova Scotia . . . died Apr 8, 1980. She was active in the Toronto Chapter of SLA for many years.

Ralph J. Shoemaker, lecturer, author, and one of the founders of the Newspaper Division . . . died May 2, 1980. A former chief librarian at the *Louisville Courier-Journal and Times*, he also worked at the Pentagon during WW II and organized its still picture library. He served as national chairman of the Newspaper Division and was the main speaker at the Division's Golden Anniversary Banquet in 1973. In 1978 he received the Roll of Honor Award for his service to the Division. His articles appeared in *Special Libraries* and many other publications.

Visvaldis Peter Skuja, medical librarian, Blodgett Memorial Medical Center, Grand Rapids, Mich . . . died on Dec 26, 1979 following open heart surgery. An SLA member since 1969.

Division Awards

SLA Geography and Map Division Honors Award – The Geography and Map Division presented its Honors Award for 1980 to Maud Cole in recognition for her years of devoted service to librarianship and map collection. A member of SLA since 1945, she has been active in the Division's New York and Washington Groups. She served as vice-chair, Geography and Map Division (1957/59) and as chair (1960/62). She has authored numerous professional publications, and helped prepare many others, including the first edition of *Map Collections in the United States and Canada, A Directory*.

The Publishing Division Role of Honor – For distinguished service to the Publishing Division this new award was presented to Fannie Simon. A member of SLA for many years, she was one of the founders of the Publishing Division and also a recipient of SLA Hall of Fame Award.

The Fanny Simon Award – This award, also presented for the first time, is granted to a member of the Division for outstanding contributions either to the field of publishing librarianship or for distinguished service to the Publishing Division. The first recipient was Harcourt Brace Jovanovich librarian, Ron Copen. Mr Copen's activities in SLA have included being chairman, Publishing Division, president, New York Chapter, and conference chairman of the SLA Conference when it was in NYC. He has also had articles published in various professional journals.

STAFF DEVELOPMENT

Arvey, Richard D. and John M. Ivancevich / Punishment in Organizations: A Review, Propositions, and Research Suggestions. *Academy of Management Review*, 5 (no. 1):123-132 (Jan 1980).

Most literature on the subject of punishment deals with it as a procedure to suppress predominantly pathological behavior and it is seldom studied in organizational settings. The authors note that organizational psychologists have generally avoided studying punishment as an effective managerial tool, even though it is known to be used, because it is thought to be nonhumanitarian. They raise the question of whether it might not be more humane to use punishment to modify self-destructive behavior than simply to do nothing. Some of the variables that influence the effectiveness of punishment are outlined, and a proposal for a research design to study the problem is presented.

Barad, Cary B. / Flextime under Scrutiny: Research on Work Adjustment and Organizational Performance. *Personnel Administrator* 25 (no. 5):69-74 (May 1980).

The Social Security Administration, in order to lend greater clarity to flextime research and provide managers with some systematic basis for decision-making, conducted a two-year study on alternatives to conventional workday scheduling. Eight different settings which provided a representative mix of jobs and office environments were selected for the study. The results were grouped under five major criteria: 1) employee attitudes and morale; 2) leave usage and attendance; 3) productivity and organizational effectiveness; 4) transportation and parking; and 5) ease of implementation. As a consequence of the study, over 47% of the employees are now working under the flextime model.

Baron, Alma S. / Communication Skills for the Woman Manager—A Practice Seminar. *Personnel Journal* 59 (no. 1):55-58, 63 (Jan 1980).

Describes a seminar presented for twenty women managers on how to communicate effectively in a work world comprised largely of men. After eliciting descriptions from the women of some of the problems they had faced in attempting appropriate responses for particular situations, several tools for directing and controlling communication were presented and discussed.

The participants felt they learned most from the part of the seminar in which actual work-related situations were role-played. Several of the cases and their alternative solutions are included.

Cooper, Michael R., Peter A. Gelfond, and Patricia M. Foley. / Early Warning Signals—Growing Discontent Among Managers. *Business* 30 (no.1):2-12 (Jan-Feb 1980).

Studies by the Opinion Research Corporation show an increasing discontent among managers today. Faced with increasing responsibilities but little decision-making authority, they are often caught in the middle of a "no-win" situation. If they do not respond to the demands of workers they fail as managers, but if they do respond successfully, it frequently means new prerogatives for employees that tend to increase their own discontent. They see themselves only as "middle men" who pass problems up through organization levels, wait for responses, and then pass decisions down through layers of subordinates. The resulting negative attitudes of managers will probably cause the better ones to leave the organization. The authors recommend that top management must find ways of channeling middle management frustration into "positive energy."

Danzig, Selig M. / What We Need to Know about Performance Appraisals. *Management Review* 69 (no. 2):20-24 (Feb 1980).

Although performance appraisal has been the subject of much research, there is still widespread dissatisfaction with appraisal systems. The author suggests that perhaps this is due to researchers asking the wrong questions and focusing on the wrong issues. In a 1977 state-of-the-art review, it was found that formal performance appraisals are not so much accepted as tolerated—current systems are regarded as a nuisance; some managers believe the systems present unreliable or invalid data; and most systems have a life span of about three years. More rigorous research is needed to develop new insights into the dynamics of the performance-appraisal process so that it can meet the real needs of subordinates, managers and administrators. It is important to determine to what extent the system can accomplish the organization's stated objectives for performance appraisal.

Fry, Fred L. / The End of Affirmative Action. *Business Horizons* 23 (no. 1):34-40 (Feb 1980).

The question of when the need for affirmative action for minorities and women will end is one of particular interest to personnel directors and, of course, to the groups themselves. Organizations concerned about affirmative action must consider changes in training programs, staffing procedures, promotion policies, wage and salary policies, and the makeup of the personnel department itself. A Delphi study suggests that the integration of women into the work force will progress rather smoothly over the next twenty to thirty years, but the picture is less promising for minorities. Although attitudes toward acceptance of minorities are changing, full integration lies in achieving equal qualifications. Business must continue to press for full integration, but equality in qualifications must be achieved through the educational process. True equality of opportunity can exist only when there is equality of qualifications.

Larson, Steven H. / The Behavioral Side of Productive Meetings. *Personnel Journal* 59 (no. 4):292-295 (Apr 1980).

Research has shown that balanced participation is crucial for any successful meeting, *i.e.*, as a group member's participation increases, so does his or her satisfaction with and commitment to the group. One of the pitfalls of even healthy groups is the problem of "groupthink." Conditions that lead to this phenomenon and ways of preventing it are discussed. Also included are discussions on the importance of open communications and decision-making rules and the value of dealing with conflict rather than avoiding it.

Lipsett, Laurence. / How to Stop Losing Your Best Workers. *Administrative Management* 41 (no. 2):35, 52-53 (Feb 1980).

Although some employee turnover is inevitable and even beneficial at times, a great deal of turnover represents a loss to an organization because of training costs, negative influences on

morale, and costs of recruiting replacements, to say nothing of costs in management time. The author suggests twelve steps that can be taken to maximize the retention of desirable workers. Among these are designing jobs with people in mind, assessing promotability, opening promotional pathways, and planning for human resource development.

Ragan, Richard R. / Performance Appraisal—Setting the Pace for Your Employees. *Management World* 9 (no. 4):8-10 (Apr 1980).

Good performance appraisal is an ongoing, year-round activity. Manager and subordinate should sit down three or four times a year and discuss what is expected of the employee and how the results are to be evaluated. A four-step approach which has proven successful is presented. The four steps include 1) job description, 2) understanding, 3) setting objectives, and 4) determining standards. The appraisal should involve open-ended counseling in a problem-solving mode.

Sasser, W. Earl, Jr. and Frank S. Leonard. / Let First-Level Supervisors Do Their Job. *Harvard Business Review* 58:113-121 (Mar-Apr 1980).

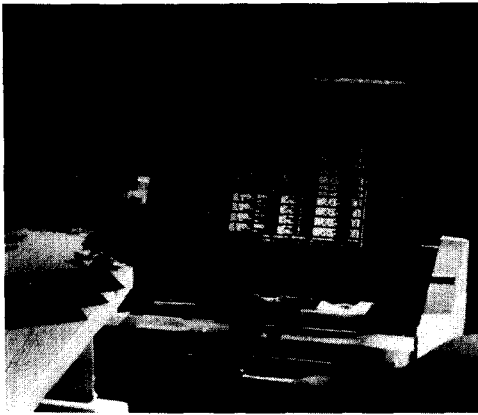
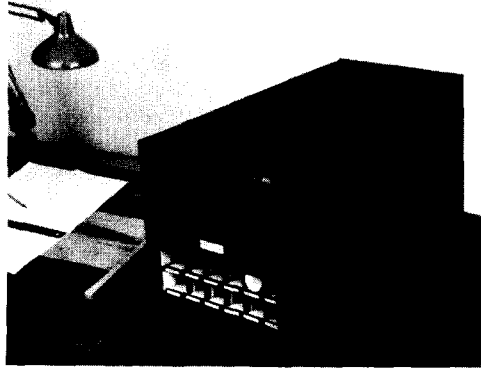
First-level supervisors must be able to harmonize the demands of management with the demands of the workers they supervise. Both human relations skills and technological competence are important for such a supervisor, but, unfortunately, upper-level managers often promote a supervisor for skills such as record keeping rather than for the mix of competencies and skills required of an effective supervisor. Studies show that what makes a successful supervisor is different according to who is judging the success. Sometimes it means productivity, sometimes satisfaction, and sometimes quality of work life. Several suggestions are made to managers regarding ways in which they can provide an organizational environment in which first-level managers can function most effectively.

Lucille Whalen

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REVIEWS

The Nature and Future of the Catalog: Proceedings of the ALA Information Science and Automation Division's 1975 and 1977 Institutes on the Catalog. Maurice J. Freedman and S. Michael Malinconico, eds. Phoenix, Ariz., Oryx Press, 1979. 179p. ISBN 0-7201-0908-6.

If this book were merely a compilation of the 17 papers presented at the ALA Institutes, it would be an important but not particularly insightful collection. However, the inclusion of the discussions following each address has made this a particularly interesting contribution to the literature on cataloging. The painstaking transcription of questions and answers, which occupy over one third of the text, has reproduced a running debate by leading authorities on current issues concerning cataloging theory and practice. With a roster of speakers and reactors which includes Seymour Lubetzky, Fred Kilgour, Michael Gorman, and Sanford Berman, the verbal exchanges are often as spirited as one might hope. Although the tone is at times querulous, occasionally boring, and frequently less formal than is usually the case with printed proceedings, the reader is able to acquire a sense of the personalities involved and their points of view.

While the material presented reflects the concerns of 1975 and 1977, it is safe to say that most of them are still worrisome issues in 1980. Two papers by Lubetzky deplore the "ideological deterioration" of the catalog, as evidenced in particular by the adoption of ISBD and the seeming abandonment of main entry. Lubetzky's concern with adherence to the principles expounded by Cutter and others is reiterated throughout the two Institutes. Various speakers describe the development and philosophy of AACR2 (which had not been published at that time), and its implications for cataloging particular types of media. Looking ahead to the next revision, Phyllis Richmond calls for research into user expectations of the catalog and user bibliographic habits.

The application of modern technology to catalogs is, of course, a major topic, and most of the presentations assume a basic understanding of the capabilities and limitations of the computer. By characterizing online

cataloging as presenting new ways of looking at library phenomena, Kilgour engenders what has since been referred to as the "classic confrontation" between himself and Lubetzky. The role of the Library of Congress (LC) in automated and other types of bibliographic control activities is set forth in two papers that have a definite public relations flavor. In counterpoint, Sanford Berman never fails to bring up the deficiencies of the cataloging services provided by LC and other agencies.

Participation in the two Institutes was limited for the most part to academic or research libraries. The point is often raised in discussion that public libraries are under-represented at such meetings and in policymaking procedures. This is even more the case with special libraries, and only serves to stress the value of this book. Recurring themes, such as budgetary constraints, cost-effectiveness, quality control, authority files, cooperative ventures, and database structures, are issues which concern anyone involved in bibliographic control. While some of the solutions may not be the same, there is very little in the literature which manages to raise most sides of so many topics so well. Questions range from the broad and theoretical to the niggling and practical. Unfortunately, some vital issues are not addressed in sufficient detail, particularly those which are concerned with subject access and the relationship between machine-readable cataloging files and indexing databases. Introductory and concluding remarks by the editors and a very useful index by Berman round out one of the more readable and informative publications in this field.

Candy Schwartz
Graduate School of Library and
Information Science
Simmons College
Boston, Mass.

Guide to Information Science, by Charles H. Davis and James E. Rush. Westport, Conn., Greenwood Press, 1979. 305p. \$25.00. LC 78-75240; ISBN 0-313-20982-0.

Special librarians will find this book well worth their time to read, particularly if they have not read the authors' former book, *Information Retrieval and Documentation in Chemistry*. Even those who are familiar with this former book will want to acquire the new one for the new information it contains.

This conservatively-designed black book contains a very clear presentation of certain fundamental concepts of information science—concepts which special librarians should have in their repertoire of tools to deal with information systems and solutions to information transfer problems. The first six chapters are revised and expanded versions of the earlier book. Some of the statistics have been toned down to appeal to nonscientific disciplines such as the arts and humanities. But certainly this book is not a mere first text for an information science course, unless it is to be supplemented with other readings, some of which could come from the citations in the bibliographies following each chapter.

The book contains two new chapters not included in the authors' former work: "History and Fundamentals of Computing" and "Data Structures and File Organization." The latter is the longest of all the chapters and is, clearly an intermediate-level presentation of the topic. The "History" chapter is interesting reading but does not add significantly to the main content and purpose of the book in the sense of information science principles. However, it is a valuable and concise history for those who are not familiar with computing history. The authors also give just recognition to women who have made contributions in the field: to Lady Lovelace, i.e., Ada, who was Charles Babbage's collaborator and supporter and for whom one of the latest programming languages (ADA) is named.

Special librarians will find this book useful for teaching fundamentals courses, for their personal libraries, and for introducing nonlibrarians or noninformation specialists to basic concepts of our field.

Audrey N. Grosch
University of Minnesota Libraries
Minneapolis, Minn.

Videotext; the Coming Revolution in Home/Office Information Retrieval, by Efreim Sigel with Joseph Roizen, Colin McIntyre, and Max Wilkinson. White Plains, N.Y., Knowledge Industry Publications, Inc. 1980. ISBN 0-914236-41-5.

New technologies and new economic forces are at work in an effort to convert the familiar television screen into a true information terminal. A phenomenon known as videotext is attempting to transmit information to those who need it. The purpose of this book according to one of its authors, Efreim Sigel, is to show a variety of videotext systems in their early stages of development and application. It is quickly evident that this sophisticated information retrieval system, which uses computers, telephone networks, and specially adapted TV sets, is likely to become a worldwide system soon.

This book gives a state-of-the-art report on what is happening in Great Britain, which launched the movement, and in Canada, France, Japan, West Germany, Holland, Scandinavia, the United States, and other countries.

Following an introduction by Efreim Sigel is a section on "The Technology of Teletext and Viewdata," by Joseph Roizen who is president of Telegen and a television engineer with a special interest in the field of international television. Other sections include: "Teletext in Britain: The CEEFAX Story," by Colin McIntyre, editor of CEEFAX; "Viewdata: The Prestel System," by Max Wilkinson, electronics correspondent of *The Financial Times* of London; "Videotext in the U.S." by Efreim Sigel; "Videotext in Other Countries," by Joseph Roizen, and a conclusion by Efreim Sigel.

The authors cover the beginning of the movement which was launched by the BBC and financed by the British Post Office. They also discuss content of programs, operating patterns, costs, standards, problems of control of information, and the future of videotext which may revolutionize information transfer.

This well written, carefully prepared book is essential reading for every person who deals with information.

Martha Boaz
Center for Study
of the American Experience
University of Southern California
Los Angeles, Calif.

Special Librarianship, by Wilfred Ashworth. (*Outlines of Modern Librarianship*, 2) London, Clive Bingley, 1979. 120 p.

Ashworth, a British industrial librarian well-known for his writings and for his activities in ASLIB, is the ideal author for this excellent text. Narrowly defining a special library as "one which is established to obtain and exploit specialized information for the private advantage of the organization which provides its financial support," he discusses the purpose and importance of such information service and the ways in which it can be carried out.

The focus of the book is on management rather than techniques. Ashworth described the ideal special library as one in which first class, dynamic service is provided in an information center of recognized status, staffed by highly qualified, creative librarians and researchers, using the latest information storage and research techniques to retrieve information from a current and relevant collection of multi-media documentation. At the same time, he discusses the many compromises which must be made in most information centers in the light of

economic reality. He discusses the place and role of the special library within the organization, information and its handling, and special library specialities such as indexing, translating, use of computers, and so forth. There is an up-to-date chapter on evaluation and promotion of special library service.

Though the book has a British bias which makes certain sections less useful for North American readers, it is valuable for its overall view of the essence of special librarianship. It is readable, practical and sensible, and includes references at the end of each chapter on many important papers, especially those in the British library literature.

I welcome this little book and recommend it to all special librarians for its enthusiastic picture of our profession and to students and those beginning to work in special libraries for its practical approach.

Miriam Tees
McGill University
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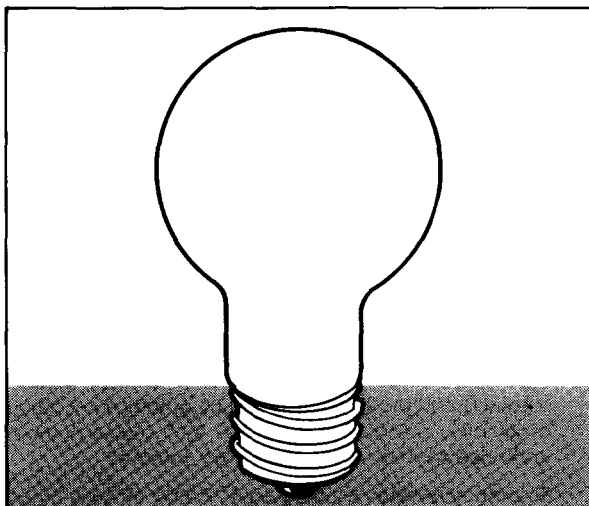
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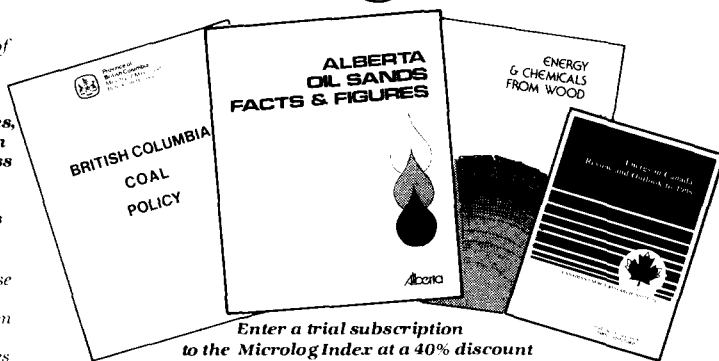
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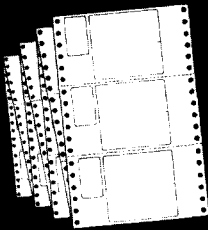
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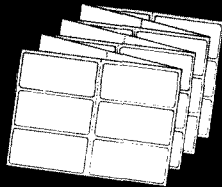
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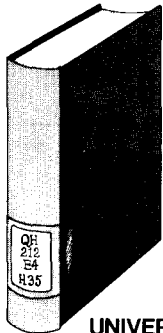
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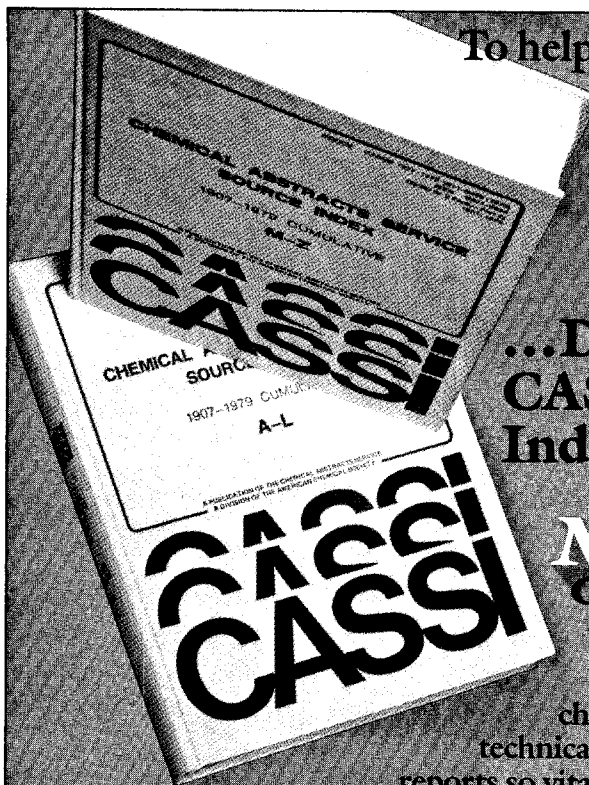
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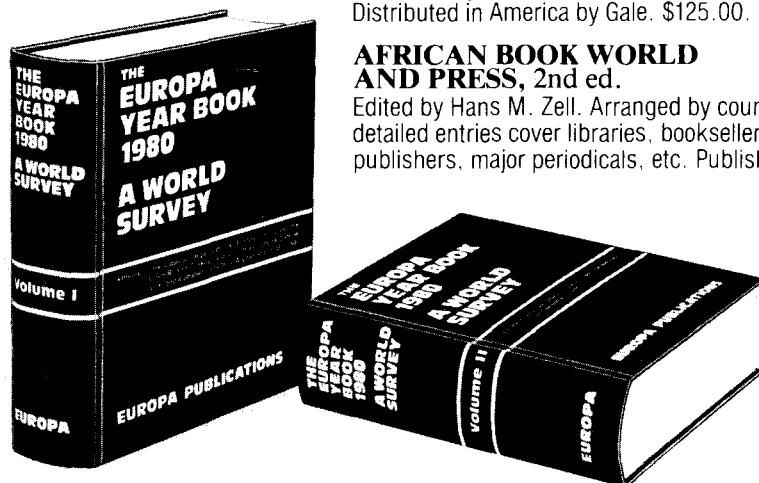
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