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Report from the President

Revenue sharing, budgeting and the new public library law were among the subjects explored during the annual Trustee-Librarian Conference held at the Institute of Government in March. Coordinated by Becky Ballentine the excellent program drew the largest number of trustees and librarians ever to attend one of those sessions. Attention was given also to the relationship between trustees and local and state government, continuing education and staff development. We had a very profitable two days with an enjoyable social hour and dinner sandwiched in between sessions.

Our NCLA Spring Workshop was held at North Carolina Central University April 7. We opened our Executive Board meeting to all those present. It was on this day that we voted final approval of the guidelines for our North Carolina Committee on Mediation, Arbitration and Inquiry (printed in the Spring issue of this journal). I was very impressed with the high quality of work reported by the Committee and Section Chairmen. We are grateful to Annette Phinazee and all others who assisted in making arrangements for the day. The campus was lovely even in the rain and we were served a beautiful and delicious luncheon.

During Holy Week I was off to Boone to participate in the third set of tutorials offered by the College and University Section. Held in the beautiful Appalachian



Elizabeth Copeland

Center for Continuing Education the Conference theme was "Library Management." We had stimulating group leaders and discussions with a number of social activities on the side. Herb Poole, Al Corum, Les Whitman and David Jensen were responsible for the program which was one of the best I have seen. Because of the time, attendance was not as high as we wished but those of us who were there appreciated the excellence of the offerings. In that magnificent setting with a view of the

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mountains from almost every room, superb food and good fellowship, we came away re-created. Truly we were on the mountain top and felt that it was worth far more than the effort it took to get us there.

Early this year I asked Ray Moore, Assistant Director of the Durham City-County Library to be Chairman of our Committee on Intellectual Freedom. Without hesitation she agreed and almost immediately left for Chicago and a prototype workshop on the subject. On May 17th the Committee plus some resource people met in Durham for the first time. We began exploring the possibility of a preconference workshop. After an informal survey to determine interest in this area we met again on June 15th in Raleigh. We put together an exciting program for one day and thought to limit it to the first one hundred persons. However, after the Supreme Court ruling on pornography interest throughout the State increased to a point that required us to meet a third time on August 24 in Durham. Here we sought a new structure which would allow more participants. Ray has done a tremendous job with this and I know that everyone will benefit from it.

Quite a few North Carolinians were in Las Vegas for the meeting of the American Library Association. Our state was very much in the forefront — first by Dean Ed Holley of the School of Library Science, Chapel Hill who was installed as first Vice-President and President-Elect; and second by Doralyn Hickey of the same school who was awarded the Margaret Mann citation for outstanding contributions in cataloging and classification. We were very proud of both these colleagues who continue to bring distinction to our state and our profession.

On July 11 our Executive Board met in Greensboro for our final session before the Conference. We heard reports from several committees and voted on honorary members. Minutes appear elsewhere in the journal. We have been pleased to have section chairmen with us each meeting and to have them participate in all our

discussions. Their official status as members of the Board will be voted in November.

I should like to commend especially Gail Koontz Ijames, Chairman of the Junior Members Round Table. She has attended every meeting and through her enthusiasm and good hard work she has caused the JMRT to reach new dimensions.

It was nice to be invited to Raleigh July 26th to meet new directors of public libraries at the State Library. As a part of their orientation, Elaine von Oesen asked me to talk to them about NCLA and opportunities for participation they might enjoy. We spent an interesting two days touring the State Library and hearing from the Department Heads. We enjoyed a social hour at Elaine's and went on for dinner together. This is certainly a pleasant way for newer people to become acquainted with our State.

Wednesday, August 15 found me back in Durham for the quarterly meeting of the *NORTH CAROLINA LIBRARIES* editorial board. Because of Herb Poole's dynamic leadership and the enthusiastic support given by each member, these meetings are always good and productive. Everyone has contributed greatly toward making our journal the excellent one that it is — even our missing colleague and friend, Leland Park away in school in Florida State University. He has done more than his share in seeking out and contributing good manuscripts as well as having his own published in no less than *CHRISTIAN CENTURY* (August 15-22).

I went to Kinston on August 23 to Lenoir Community College to speak to a group of area librarians. The workshop was planned by Mable Howell and included other speakers also. I had a very pleasant afternoon with the participants discussing NCLA programs with particular emphasis on governmental relations and censorship.

We are looking forward to our biennial conference in Winston-Salem in November. A fine program has been arranged with many surprising extras. Make your plans now to come. You will be glad you did.

From the Editor's Desk

We believe we have made history, but we are not sure.

Over a year ago we were privileged to indulge ourselves in an editorial statement in this space concerning aims and goals for this journal. In the piece entitled "A Reprieve," an attempt was made to apprise you of the precarious position of the Association's publishing endeavor which was and had been bankrupt for sometime in more ways than one. Those who remember will recall that the statement of aims contained talk about economies, standardization, revenues, controversy, and specific periodicity. Other than this simple statement, all your journal had at that time, to be exact, was a probationary status of eighteen months, no money, no copy except that needed for the immediate issue, and a worn-out motto which said: "We never turn down a manuscript."

As the period for our stay of execution now enters its seventeenth and next-to-final month, it seems appropriate for the members of the North Carolina Library Association to be given the opportunity to pause and ponder on just what the future of this little organ is going to be. To this end, allow us to share with you some of the developments which have taken place since the spring of a year ago, including for your information something about the problems which have been met and overcome, and finally to ask you who pay the bills to be the judge. Even a convicted man gets a last meal.

Those of you who have been receiv-

ing the journal regularly now at three-month intervals recognize that in its entirety the publication has undergone a metamorphosis. We hardly think it unfair to boast that the chief similarity between it now and the form which it enjoyed for thirty years is its six-inch by nine-inch dimensions.

Metamorphoses such as the one which this journal has undergone do not occur by themselves. Primarily they would seem to take place because of people. In our instance it occurred because of a near total restructuring of the editorial board on which the writer had himself served aimlessly for several years. Early on we sought the best advice available across the state on persons whom we might consider as candidates for positions on the board. Then once certain of those who would bring to your journal the enthusiasm, drive, energy, and determination which would be required to do the immense job which lay before us, we set out to proselytize the select few. Most pleasantly we remember a morning telephone call to Durham over a year ago to ask one who has since become a dear friend if she would be willing to help. "Help indeed," was her reply, "I want nothing to do with NCLA. It's lily-white!" Not to be easily discouraged, we rejoined: "Alright dammit, so it is. Here's your chance to do something about it!" And so she has, which causes one to wonder just how many more like her there are standing ably by in the ranks of our association, black or white.

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Turn if you will to the back cover and read the names of those who have helped write one of the remarkable chapters in publishing for librarianship in North Carolina. Better still, allow us to recognize them here. They are: David Jensen, Librarian at Greensboro College; Bill Powell, Professor of History at the University of North Carolina at Chapel Hill; Leland Park, Assistant Director of the Davidson College Library; Jean McDuffie of the Central Piedmont Community College Library; Ray Moore, Assistant Director of the Durham City-County Public Library; Pauline Myrick, Library Supervisor of the Moore County Schools; and William Lowe, Assistant Director for Reference Services at North Carolina State University in Raleigh.

Since the spring of 1972, this board has met at least once during each calendar quarter. These meetings have been exciting times, and a sense of the importance of the board's charge has always been present. The journal as you know it today with a standardized format, definite periodicity, and certain other features on which many depend, as well as the interesting articles of an eclectic nature within the subject discipline of librarianship all is the result of the ferment of ideas which has taken place at these meetings.

There have been other results also. Have you noticed in recent months a marked improvement in the quality of the manuscripts appearing in our pages? We passed a certain milestone in editorial policy many months ago, when for the first time we were able to turn away a manuscript as being inappropriate or of insufficient quality to be presented to you. It is with a measure of pride that the editorial board reports with this writing that despite a half-dozen or so manuscripts refused (a move not calculated to make

us highly popular in certain quarters) the journal holds in excess of twenty-four manuscripts in reserve, awaiting publication.

Another of the tasks confronting the board over a year ago was to determine as rapidly as possible exactly how much it was going to cost per year to publish this journal. Once that were known it would seem to have been a simple matter to raise the necessary funds, and herein lies a problem area which has consumed a great portion of time during the last three or four months.

Beginning about four months ago, and ending after what seemed to be several weeks of agony, it was found that by some turn of fortune more than \$3,000 in advertising revenues had been raised. Compare this if you will to the \$6,000 which is the approximate current cost for the journal annually. In a time when peers are perishing, we are paying for one-half our own keep. How many state publications do you know which do that?

Publishing a small journal is an enlightening business. On many days its only relation to our profession is the content of its manuscripts. Hardly a week passes when some new problem does not arise, or some new "something-or-other" is not to be learned. Take the business of advertising for example. We soon learned that in order to solicit advertising one must first have a saleable product and one must be able to sell it. It was determined also that if the journal was to support itself in whole or in part through the sale of ad copy, then as an association we had to be willing and able to guarantee our clients that the journal would be produced on a regular basis and that in general its appearance and the quality of its contents would present an attractive

place for a firm to put its name before the public. Obviously no one wants to advertise in a "rag." We made all kinds of promises, but never any that we knew we would not be able to keep. And we have kept them all.

Which are the firms helping our journal to survive when many others are failing? The mortality rate for state journals has grown in recent years. We think the group presents an interesting mix. Joseph Ruzicka, Inc. is always among the first to give support in our state, as this firm did for the first three decades of the journal's existence. Other accounts which we are pleased to number among the sources of our advertising revenue are: the Baker and Taylor Co., the Old Book Corner in Chapel Hill, the Heckman Bindery, the Colonial Out-of-Print Book Service, Broadfoot's Bookmark, Associated Libraries, Inc., F. W. Faxon Co., Myrtle Desk Co. of High Point, John F. Blair Publishing Co. of Winston-Salem, the Xerox Corporation, and Ebsco Subscription Services. We cannot say adequately just how important the support from these quarters has been to our continued survival. But there are ways for you to do so, and we do need more ad insertion orders. What better opportunity will there be than convention time?

Several weeks ago we experimented with what we naively considered to be a sure-fire technique on one of the companies which we were soliciting. It went something to the effect that a state journal ought to put out a blacklist. Yes, prescription lists are always tricky business. It is only a matter of time until the circle completes itself, but the fact remains that there are many library supply firms doing a tremendous volume of business in North Carolina, whose home offices consistently resist or refuse or plead inability to sup-

port our state journal through ad copy from which they would, in turn, garner a certain amount of business. This is not as it should be, and we wish there were some simple way to correct it. Talk for a minute to one of their local representatives who rove the libraries of the state, and you will find that the way to the top, that is, the way to the home office and the company's pocketbook, is a long one indeed. Since blacklisting is a mean business, what we have done in the foregoing so as not to involve ourselves in a nice little libel suit, is to publish our own "whitelist."

Advertising is a two-way street. One of the reasons for the reluctance on the part of many to advertise with us, and this seems valid as well as primary, is that many of us in our buying habits are locked into patterns which militate against spreading our purchasing around. We are comfortable doing business with the same firm year after year. After all, isn't "whatsizname" a good 'ole boy, and do we not appreciate the relationship which has grown between us over the years? On the other hand, stop to consider this. Is his firm not making a profit from your business? Do you see the prominent name of his firm anywhere in these pages? Have you fulfilled a part of your duty to your administration by doing a little cost comparison lately?

Somehow this whole business has gotten turned completely around. Many of us continue to do business on a grand scale with firms who have no interest in us other than the profits which they know we can provide, while those who invest a little advertising money with us see little if any tangible return on their investment. You can help correct this situation in two ways. Step One would be to apply gentle, but

unmistakable and steady pressure on the representatives who solicit your business. Step Two would be to throw some of your buying power in the direction of our benefactors and let them know why you are doing so. Money is like manure. If you spread it around it can do a lot of good, but if you pile it all in one place it can make one hell of a stink.

In conclusion, we think we have saved the best until last. Therefore, we are pleased to make the announcement with the present issue, that beginning January 1, 1974 (if we are still in business) *NORTH CAROLINA LIBRARIES* will use a part of its hard-earned keep to pay a token honorarium of \$15.00 for each article it publishes. How many other state journals, or national ones for that matter, do you know which do this? We would wager none. In fact, we know of only one other in the field which makes the same gesture, that being the *LIBRARY JOURNAL*.

We are growing too confident — a good time to stop. We sincerely hope you enjoy this issue, which has as its guest editor Nancy O'Neal, who is the editor of the *NORTH CAROLINA STATE LIBRARY NEWSLETTER*.

Your editor and his associate are exchanging responsibilities for the coming year, as the former is out of the state on study leave. David Jensen has therefore agreed to act as editor-in-chief while retaining his title of associate.

Approximately there are of you an average of 1500. If this journal is costing the Association \$6,000 per annum, and if \$3,000 of that total is being offset by advertising revenues, then the remaining \$3,000 expense is borne by you, the 1500. This breaks down to \$2.00 per year which each of you actually pays for the journal through your membership contribution. This

publication is therefore costing you \$.50 per issue. We ask you now, is it worth it? Whatever the outcome of the vote on the question of continuing the journal we believe that for eighteen months you have had an editorial board rivalled by none and a product rivalled by few in the Southeast. Your journal is emulated by regional journals, and it is appraised by many to be without peer for a state journal. Without the help of anyone save those whose ads appear in our pages presently, we can now pay our own way for another six months, or one-half of our keep for the next year. The fact remains however, that in a few weeks time we could easily be out of business, but we are not betting on it.

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From the Guest Editor's Desk

When the In-Service Training Committee of the Public Libraries Section of the North Carolina Library Association began its planning in the spring of 1972, it had several directions in which it could proceed. All committee members agreed that a high priority should be placed upon reaching public library personnel who deal in public service. As the committee continued its deliberations, plans evolved for a series of four communications workshops to be held during the month of September 1972. Conducted in Hendersonville, Asheboro, Lumberton and Roanoke Rapids, the workshops provided a variety of locales and dates from which librarians could choose.

After the smoke cleared in October, the Committee learned that 332 individuals representing fifty different public library systems had attended the various workshops. Since twelve of these fifty systems were regional libraries, the total number of North Carolina counties represented was seventy-three. Judging from the response to these workshops, there is a demand as well as a need for future committees to carry out similar programs.

Entitled *Don't Bother Us — We Can't Cope*, the workshops were geared to the

needs of public service personnel — the individuals who man the circulation desks and other service points. The two-day meetings provided a unique opportunity for professionals and nonprofessionals to explore common problems and the challenges involved in communicating with the public. The goal of the meetings was improved public service, through increased understanding of the role of the library in the life of the community. The workshops were conducted with the support and cooperation of the Office of State Library of the Department of Art, Culture, and History.

Although some of the committee members are no longer in the state, each made a contribution to the series of workshops and should be recognized. Nellie Sanders and Charlesanna Fox co-chaired the committee. Committee members included Dorothy Ware, John Barrow, Nancy O'Neal, Betty Carolyn Ward, Anne Andrews, Kathleen Gilleland, Peggy Parks, and William Hill.

The workshop agenda included a late morning registration, an afternoon session with keynote address, an evening banquet, and a morning wrap-up session ending at noon. Although speakers and films were im-

portant features of the meetings, there was a special emphasis upon small group discussion and an opportunity for every participant to react to each portion of the program.

Speakers for the workshops included Sam Ragan, Margaret Harper, Neal Austin, Eliot Wigginton, Nancy Roberts, and Herman Totten. Reproduced for *NORTH CAROLINA LIBRARIES* are the speeches given by Mr. Ragan, Mrs. Harper, and Dr. Totten.

Sam Ragan, a distinguished North Carolina journalist, was at the time of these workshops Secretary of the Department of Art, Culture, and History. His comments reflected his plans for the future development which on the state level is responsible for guiding the development of public libraries in North Carolina.

Margaret Harper has long been active as a citizen in improving library services. She served on the Governor's Commission on Library Resources, was a charter member of the North Carolinians for Better Libraries, and is currently a member of the board of trustees of the Southport-Brunswick County Public Library.

Herman Totten is Assistant Dean of the College of Library Science at the University of Kentucky in Lexington. Dr. Totten has established a reputation as a dynamic and committed teacher in the field of librarianship. Only Dr. Totten's address, entitled *The Nature of Inter-personal Communication*, was formally prepared for delivery. Mr. Ragan's and Mrs. Harper's remarks were delivered informally from notes. These talks have been transcribed from tape recordings and edited for presentation here.

Nancy O'Neal
Guest Editor

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Address to In-Service Training Committee Workshop

Lumberton, September 13, 1972

by Sam Ragan

Former Secretary

State Department of Art, Culture, and History

I want to tell you that I am very pleased to be asked to talk to such a wonderful group as this, but to warn you that my approach to speech making is very much like a story they tell in my native Granville County about the man who was traveling down a country road. He noticed on every barn door and fence post a target, and in the center of that target was a bullet hole. Presently he came upon a man with a rifle over his shoulder, and he stopped and asked the man if he had been doing all that shooting around there. The man said he had so the traveler said, "You must be about the best shot in the entire world. How do you get a bull's-eye every time?" And the sharpshooter said, "Oh, that's easy, I shoot first and then draw the target."

I am a newspaperman. I've been that most of my life. I once talked to a group of architects and told them that we at least had one thing in common. We all put our mistakes out where everyone could see them. I could tell you also about being a small-town editor. There's the story about the big-city editor who was calling on a small-town editor and wanted to know,

"How in the world can you sell a newspaper in a town where everybody already knows what everybody else is doing?" And the small-town editor replied, "Everybody may know what everybody else is doing, but they buy a paper to see who has been caught at it." Frankly, part of my mission as Secretary of the Department of Art, Culture & History is to see that everybody is caught at it. I want everybody in North Carolina to be involved in what we are doing, and nothing is more important in getting citizen involvement than the public libraries of North Carolina.

I would like to tell you, however, a little about the approach we are taking in government reorganization. As you know, this is a mandate of the people adopted by Constitutional Amendment in 1970, and then implemented by the General Statutes in the 1971 session of the General Assembly. The object is to try to bring some coordination to all the multiplicity of State agencies. There were, in fact, 317 and they all went their separate ways. But they have been consolidated in seventeen separate departments. In the department which I now head there are

thirty-eight agencies. Well, there are now thirty-nine. I learned last week that I have a new one. It is the Grandpappy Holly.

The Grandpappy is the oldest holly tree in America and is in Pamlico County. The State owns an acre of land around it. There is, in fact, the North Carolina Holly Arbortum Commission, of which our Secretary of State, Mr. Thad Eure, is Chairman. I think next to talking to school children, the Grandpappy Holly is his first love. He discovered that a lot of people had been going to see it, or at least go in the vicinity of the Grandpappy Holly. A lot of beer cans and other things associated with our life of leisure today were scattered around the base of the Grandpappy Holly. So he went and reported to the Council of State that something needed to be done about it. The Governor said, "Well, we overlooked that agency so I guess we'll just assign it to Sam Ragan." So he did. I got a very official memorandum from the Governor and the Secretary of State saying that I had to clean up the beer cans from around the oldest holly tree in America. Well, I tell you it has been done and I got the tremendous sum of \$500 in an emergency appropriation from the Council of State to do the job and put a fence around this one acre of land. We hope that it will be protected in the future. I'm sure that when they were counting the 317 separate agencies that this was one overlooked. There must be a dozen more and I expect to wind up with them.

This Department does have a variety of agencies. Most of them have some relationship to art, culture and history. One I'm not so sure about — I'm the only secretary that has a navy of his own. I have the Battleship *North Carolina*, and I'm not sure they knew what to do with it, but they assigned it to my Department. You can stretch a point and say this is an historic restoration. The Department ranges all the way from the battleship to varied programs in the arts — such as those carried out by the North Carolina Arts Council, the North Carolina Symphony, the North Carolina State Art

Museum — to a multiple number of organizations and commissions devoted to historic restoration. We have seventeen historic sites which are owned, maintained and operated by the State of North Carolina, the Office of Archives & History — ranging from the very popular Tryon Palace in New Bern to smaller places such as Somerset Place over in Pettigrew State Park. What we have been encouraging is local initiative in the restoration of historic places. Hoke Plantation in Bertie County, is a fine example of what local people can do themselves in restoration of historic sites. The people there, through dances and bake sales and everything else, have raised enough money to restore this beautiful old plantation home, and it will be officially open on October 4. There are other historic places and they are growing in popularity. Last year there were 936,000 visitors to these seventeen historic sites. We are not only seeing a revival of interest in most things associated with nostalgia, but also an interest in the historical and cultural resources of our State. And this I think is where the public library can take the lead as it can take the lead in so many things. I think the public library can be closer to the people.

I'd like to tell you a story about what the meaning of a person and a library can be. I thought when in my very early years that the most wonderful person in the entire world was Marjorie Beal. I'll tell you why. Living in a rural community of northern Granville County where there were no libraries, I was told, if I wrote to the State Library in Raleigh, they would lend me books. So I did. I couldn't borrow but three books a week, so I made an arrangement with a friend who would also borrow three books a week. In that way I could get six to read during my week. This went on for several years — beginning when I was at the age of seven. How important this one person was, how important the State Library was to me then and still is, is indicated by this story.

Through this service a whole new world was opened up to me — as already you have opened up new worlds to thousands

of other people. Do not discount this personal contact you will have. In fact, I would urge you to continue and press upon this — to get close to the people. My object in this Department is to get people involved in programs of art, culture and history, and none is more important than the public library system of North Carolina.

I'd like to point out that North Carolina does have a commendable record in support of the arts. It was the first state to appropriate tax funds for a state symphony. It was the first state to appropriate tax funds for the purchase of works of art. It was the first state to give support to outdoor drama, and it was here in North Carolina that the great symphonic drama — this new art form, a creation by Paul Green, was born. *The Lost Colony* has been seen by thousands of people since its first season in 1937. North Carolina was the first state to establish a state-supported school for the performing arts, and within a very few years this school in Winston-Salem has developed to a place of excellence and international reputation for the quality of its training. We have taken a small amount of money and made it go a long way. I'd like to tell you that this year — this current fiscal year — this Department of Art, Culture & History has a total budget for all of these thirty-nine agencies of less than one-third of one percent of the total state budget. I told the Advisory Budget Commission not long ago that beginning with next year we're at least going to ask for one-half of one percent of the total state budget.

This is what we are proposing for the State Library. One of the most important requests which we are making and one which is being given top priority is an increase in state aid to local libraries. I am hopeful that this can be done. This is going to be the number one thing as far as my department is concerned, but I will need your help. Even if we can get before the Advisory Budget Commission, we've still got to sell it to the General Assembly. If any of you know members of the North Carolina General As-

sembly, I hope you'll also put in a good word for this request brought by the State Library.

There are several other things which we are initiating in the library program. We are trying to give a new stature to the In-WATS service; all of you are familiar with it. It's amazing to me sometimes to discover the services which the people of North Carolina can get free which they do not know about, and this is true within the agencies at the top level in state government. The State Library is the official public information center for all of state government, and yet at the first cabinet meeting I found most cabinet members didn't know this. I'm trying to emphasize to them that if they have a question, all they've got to do is call up and we'll try to give them the answer. The goal which I have through this In-WATS service and the Inter-library Loan service is that anybody, anywhere, at anytime can call up and ask any question and can get an answer, or be told where they can get the answer, within a fairly short time.

Mrs. Marilyn Rose has done a tremendous job with developing a first-rate library of films. Her division is really reaching the lives of all the people in North Carolina, and we hope that under some new changes in our policy of film loans that we'll reach even more. This is an experiment in which we will be opening up the film service to more and more people in North Carolina. One of the reasons is that I think once the people understand what they can get that we can expect more public support for the services which we are now offering.

Do not be mistaken about the importance of people-to-people-relationships and the importance of improving the image of the public library. I think you've got a pretty good image right now, but when you are offering a service, you can't wait until people come in to see you. You are going to have to go out and make it known to them. Plans are now being developed in our Office of Public Affairs to give wider publicity to the services which

are available through the State Library and the public libraries of North Carolina.

We are going to some twenty-odd different organizations — some historical commissions, some involved in cultural affairs — to get them reactivated on the local level and to begin serving the purposes for which they were created. Some perhaps have outlived their usefulness. I believe that there ought to be some end put on many programs in state government so that they will not go on and on and on. That is one reason why with one of the newest agencies — the North Carolina American Revolution Bicentennial Commission — we are at least putting an end of 1989. This is an important and significant commission because we are planning an observance of the Revolution beginning this year. Part of this observance is the establishment of goals to improve the quality of our lives. We are going to aspire with the American Revolutionaries of 200 years ago to see if we can accomplish our goals as they accomplished theirs. This is going to be a significant program for all of North Carolina as well as the entire country. I would like to recommend that the public libraries of North Carolina become a part of this program. You can take the initiative in

setting goals for your people and helping them to see that they are brought to a conclusion.

I could talk on for many hours on some of the things which we hope to do, but I'd like to mention that there are services which are free to the people of North Carolina and which so many of the people do not know about. Let's start telling them about it and let's start getting the people involved with the public libraries. Let them feel at home when they walk through that front door. I'm very encouraged by so many of you who are introducing other programs into your libraries. One of the things which I hope to see accomplished through the coordination and cooperation of various agencies with this department is to see the public library become the true cultural center for the majority of the communities in North Carolina.

I'd like to end by sharing with you a motto which the late Henry Watterson, the long-time editor of *THE LOUISVILLE COURIER JOURNAL*, kept on his desk and is one which I commend to you all. It was, "Lord, give us this day an idea and forgive us the one we had yesterday."

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Address to In-Service Training Committee Workshop

Lumberton, September 13, 1972

by Margaret Harper

Southport-Brunswick County Public Library

It's a great pleasure to be here and to speak on behalf of libraries, librarians, staff members, and all people interested in libraries. It's a special pleasure for me to be here in this building — such a lovely library that will fill a great need in this county and one that's a model for other counties to follow. I want to pay special respect to Mr. John Stedman, without whose efforts we'd still probably be thinking about a library. I also want to pay respect to another citizen of this county, Hector MacLean, with whom I have worked for many years in North Carolinians for Better Libraries. This organization has helped in the past and though it is sort of waiting in the wings now, I feel sure will come to the aid of libraries again.

It's nice to know that when there's work to be done, you are needed. And of course when you're needed, you jump up and run. There's nothing I'd rather run on behalf of than libraries in North Carolina. Libraries are a concern I've had for many years — a concern my grandmother had when she started a lending library in our little town of Southport. It's what my mother had in mind when she kept that little one room library going fifty years. In the late fifties we were able to take hold there and build it into a library that was a real good thing in the town of Southport. In the last few years we've been

able to build a structure to house the library — having had of course the library in existence for all those many years. Anytime you want to come down to see a nice little library, you come to Southport because we're very, very proud of it.

I am glad to be able to broaden my interests in libraries from my own local library. Helping all libraries in North Carolina through the formation of North Carolinians for Better Libraries is something that I believe in earnestly. I was asked to speak on the role of the public library in North Carolina. After learning that this is a communications workshop, I tailored my talk to come more within the realm of communications. Now to some when you say "communications," they have a very shallow understanding of the word. To some people it just means getting something in the weekly newspaper or in the daily newspaper. That's as far as communications go for them. But to others who dig deeper, *communications* means how we relate to other people. What sort of image do we project? How do we come in contact with the people we serve? I'm speaking now to staff members. Generally I speak to trustees or to people who are trying to help the library and their staffs. You are in the inside and you are really responsible for how our libraries relate to the needs of people.

I should like to remind you that there are various ways to communicate. Verbal communication is very important. Verbal communication — whether oral or written is what we usually speak about when we talk of communicating with other people. But let me remind you that *nonverbal* communication is as important — perhaps more important. Very often it's not what we say but how we say it. It's not the content of our statement, but it's the expression on our faces; it's the tone of our voices. And these are the things that speak louder really than the words that we say. So when I say *communications*, I'm not speaking just about verbal communication (either oral or written), I'm also speaking about that very, very important nonverbal communication that we all engage in everyday.

You can say something with a smile, and it has an entirely different meaning than when you say it matter-of-factly or hurriedly. You can take just a couple of minutes more and say something the right way and get across what you want. And you can't do it any other way. Sometimes what we fail to do or the expression that we fail to have on your faces is much more important than what we are saying.

Now you and I know that the library is extremely important in our community. You and I sometimes wonder why in the world everybody doesn't feel exactly the way we do. Why doesn't everybody have our enthusiasm? Why doesn't everybody in the community feel as strongly, as acutely, as we do about the needs of libraries? Could it be that we say it's important and then don't act as though it's important? Sometimes the service we perform, or say we perform, is entirely different from the service that people perceive us to perform. If we don't get across the right side, then we are not fulfilling our obligations. Unless we're getting through to people, we're wasting our time. We can't expect people to be as interested as we are in libraries unless we project an image that radiates enthusiasm and belief in what we are doing. We must project the image of needing, wanting, and welcoming help from every quarter.

North Carolina has not assumed its responsibilities in relation to libraries; it just hasn't. In 1965 because of the Governor's Commission on Library Resources, a report came into being with which you as library staff members are familiar. The *Downs Report* pointed up where the support was, where it wasn't, where it needed to come from. A later study came out with the same facts that the *Downs Report* revealed. It pointed up the fact that all people in North Carolina did not have library services; that there was a woeful lack of library services in North Carolina; that these library services were going to cost money. As a result of that *Stick Report* in 1968 and because of the active — and I don't mean just a little service — I mean the active cooperation of a number of very interested people in North Carolina, \$1.5 million was secured from Legislature. Now, this didn't just happen. David Stick went to every legislator in North Carolina. He hand-delivered a copy of the report. He talked with these legislators about the needs of libraries, and it was this groundwork that I believe was responsible for getting this money. It's unfortunate that this was just about the time the Federal government cut us off and I think if I'm not mistaken that we had to use this money instead of expanding library services which is what North Carolinians for Better Libraries had started out to help do. Instead of being able to do the over and above things, I think we had to use that money to take up the slack from the money that we didn't get from the Federal government. We really would have been in a horrible mess in North Carolina if it hadn't been for the \$1.5 million which we wanted to go for the extra things that we needed so badly.

Well, why is it hard to get the ideas across? Why do our legislators have to be convinced? Why in the world is it hard for us to generate enthusiasm for libraries in North Carolina? Why should something this vital be so hard to sell? Because somehow we fail to communicate.

A letter was read at my library board meeting yesterday afternoon from Philip

Ogilvie asking us — trustees, library staff members — to write our Congressmen. How many of you have done it? I'm not asking the question to embarrass anybody. If you haven't done it, go back and read the letter and do it. Get people in your communities to write, whether they're on your library board or not. Go out and get them. Say, "Look, we need you. Libraries need a great deal of help and they need it now." Congressmen are influenced by their mail; you may believe that. They're influenced by lack of mail too and if we fail to let them know how we feel, they'll think we're not interested.

Everyone has a stake in public libraries — the businessman, the technician, students, parents of young children, and everyone who has a concern for the future quality of life in that community. Everybody is affected by public libraries. Libraries are one of our best investments. They nurture intelligence, creativeness, inquisitiveness, inventiveness. But we in this country, and in North Carolina, have been skimping on this investment. Many of our nation's libraries have had to go on short hours; we know what's happened to Federal support. In fiscal 1973 I understand that Federal support for library services will be cut from \$46.5 million to \$30 million. If I'm wrong on my figures, I'm not wrong on what's happening. I understand that unless something's done, the library construction which was \$9.5 million this past year will be eliminated entirely. I really didn't come to speak in support of libraries or of the historical attempts to help libraries, but rather to speak of the concept of involvement. But I want to speak about the involvement of the library in the community.

Go back in history with me just a little bit. Years and years ago the churches

used to be the center of the community. People went to church because that's where you saw everybody; that's where you saw your friends. They even stayed around after services to visit. The church was the center of the community. Then for a period in our history, the schools became the center of the community. The things that changed in a community generally had to do with the school and branched out from the school. Today, we have consolidation. We have schools that are placed half-way between towns, and there isn't a spirit of community around many of our schools.

It seems to me that the library can fill this role of being the core of a community — of being the important institution within the community — that is the center of what goes on. We know that the library has long since ceased to be just a depository for books or a place of quiet contemplation for those who are intellectual. Libraries are becoming and must become more relevant to the needs of the community. Some libraries have not yet made that transition.

The needs that a particular library will fill are governed by the community around it, of course. If the library is in a large city, it has a different role from one that's in a small town. If it's in a city that has ghetto problems, it has a different need that it must fulfill in that community. A rural area is entirely different from a city. The area round a library *must* govern what the library must do in order to be relevant to the needs of its people. Fulfilling these needs is the reason libraries exist — to render service to people, to all people, not just white middle-class people, but all people. If there is a library that does not serve Blacks, Indians, old people, poor people, then it's failed in its obligation to

the community. Until a library is used by all people, it isn't filling its real purpose. In order to do this it takes the cooperation of the staff, the cooperation of the trustees, the cooperation of city officials and county officials. We have to work together and work toward various things. Rendering this service depends on how well you and I communicate with the people who can bring this about. It depends not only on what we say, but how much of what we say we can get across.

I love to hear of the varied activities of libraries. Many libraries fill the need of people for after-school studying, reading hours, art shows, and meetings. It was my real pleasure during a recent campaign to go into a lot of library reading rooms and auditoriums that had been offered to be used for political gatherings. I think this is a rightful thing that a library can do — on a nonpartisan basis, of course. To what better use can a meeting room of a library be put than to afford a full exchange of ideas between people who will have in their power the ability to affect change.

Lecture series are important in the life of a community. I remember when we had our Library Week program down in my library, we had a glee club come in from one of the high schools and I think it was the first time some of them had even been in the library. But every one of those kids had two parents there. They brought those parents and I think it was the first time they had been in the library. So anything in the world that you can do to get people to feel that this is their library is important. I even remember when we had a live snake exhibit in ours. Now you say what is a live snake exhibit to do in a library? I think it's got a lot to do in a library. If that's what people are inter-

ested in, let them see live snakes. They don't see them anywhere else. We have a shell exhibit, and people who come to the seacoast want to see the shells. This is the need of our particular area that we are filling. Perhaps you wouldn't want a shell exhibit because you don't pick up many shells in the county you represent.

The library must feel itself to be the core of the community and, as I say, this has to be a cooperative thing. You and I have to tell people about it. How are they going to know if we don't communicate with them. I believe earnestly, and I'm sure you do, that the public library is an extension of the basic educational system of North Carolina, and as such, needs to have the attention of all. We must not only serve present needs, but we must anticipate changes that are going to occur in our communities. As long as we are continually reacting to things after they have happened, we're not fulfilling our responsibilities. We must anticipate changes and be ready for these changes. We have also a responsibility to help direct change and this involves communication. It is your duty and mine, as a trustee, to help direct change into constructive avenues as much as is possible.

In the next few years people in North Carolina are going to have to realize that the earth is the Lord's, that we have been given it as a trust, and that we have to preserve it. We are going to have to discuss land use in North Carolina. We're going to have to come to the point where we can't let everybody, because it's a free nation, do everything that they want to do. The whole area of ecology is so very important. We must have in our libraries intelligent aids for people to help make up their minds about thing like this. This is what I mean by anticipating change and

then going a step further and perhaps directing change. Reading is the key to learning and lifetime development, but everybody doesn't know this. We know that people who are not equipped for independent, continuing learning will run the risk of becoming obsolete. Children who don't read are going to be dropouts. Dropouts can't find work. Those without jobs add to the many social problems of the day in terms of ignorance, poverty and lack of upward movement. This is our challenge. We must expand reading opportunities, thereby expanding learning opportunities.

One of the best things we could do would be to encourage local history. People are interested in their pasts and the way things were years ago. Encourage somebody to write a local history. This is one item that we are lacking in North Carolina — local histories. We must generate curiosity and interest. We must also be a steadying influence, a constructively-oriented influence.

In preparing these remarks, I read again an article written by David Stick, for whom I have an extremely high regard. He wrote an article in *POPULAR GOVERNMENT*. I would like to read you the last paragraph of this article.

"The basic objective for all of us is to make modern library services accessible to all citizens of North Carolina. The success of these efforts will depend to a large degree on whether an appreciable segment of the informed and interested population in each city and county become sufficiently familiarized with and concerned about the inadequate status of our libraries in today's changing society."

And in the final analysis, it is largely up to the public librarians, library trustees, and the small hard-core of library-oriented citizens to spread the facts, generate the interest and lead the fight for modern

library services in their home towns. The job is not finished. It's a cooperative job that must be done by you as staff members, us as trustees, and politicians as politicians.

One of my favorite people to read and to read about is Dr. Albert Schweitzer. One of the things he said was this, "One thing stirs me — the fact that so many people gave me something without knowing it. We all live indebted to others." And we do. Those who have gone before us have brought libraries up to this point. We owe a great deal to the past. But the future owes a great deal to us if we fulfill what we're supposed to do in our generation.

Another statement from Albert Schweitzer spurs me on. I hope it does you.

"... to do the things that I believe need to be done. I don't know what your best is, but one thing I know. The only ones among you who will be really happy are those who have found out how to serve."

Thank you.

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The Nature of Inter-Personal Communication

by Herman L. Totten
Assistant Dean
College of Library Science
University of Kentucky

Communication can occur in situations involving various kinds of distances between the source and the receiver. Often there is a time difference between the encoding of the message by the source and the decoding of the message by the receiver. Messages can span entire continents, many countries. When people respond to traditions within their culture or organization, they are responding to messages that were encoded a long time ago. When a high government official or national leader gives a speech over television, or writes a memo to be distributed throughout a large organization, he is encoding a message that will be received at far distant places.

From this large field of communication, we can select a set of situations which we can call inter-personal. Most of us do our communication in a person-to-person situation. Supervisors talk to their employees inter-personally. Teachers talk to students inter-personally. Friends and families have inter-personal conversations. Inter-personal communication includes situations in which two or more people can see each other, can talk back and forth, can interrupt each other, can make responses which can be observed immediately, etc.

In inter-personal communication, the distinction between the source and the receiver is difficult. A person may act as a source, then a receiver, then a source again. In fact, in inter-personal communication we often act as both a source and receiver at the same time.

Inter-personal communication differs from other communication situations only in degree. Just as in other communication situations, we have to take into account the communication skills, attitudes and knowledge of both the source and receiver. We have to understand the social relationship, or organizational relationship, between the receiver and the source. We have to understand the kinds of standards and expectations that each has and how these influence the messages that are intended, encoded, decoded and understood.

There are at least three major differences between inter-personal communications and other communications situations. An understanding of these is useful in explaining our own communicative weaknesses and strengths, and in predicting success or failure when we communicate face-to-face with other people. In the following pages, these differences are discussed under three headings: multiple channels, feedback, and interaction.

Multiple Channels

We can define a communication channel as a way of getting a message into the mind of the receiver using one or all of the five senses. One of the advantages of face-to-face communication is the ease of using several of these channels at the same time. We can tell the receiver what we want him to know. Often, we can show him at the same time. We can draw him a picture. We can write it, draw it, talk about it, show it — often at the same time. We can even let the receiver touch an object we are describing or practice a skill we are instructing him about. These are illustrations of the use of multiple channels. In any communication situation, we often can use more than one channel or several different treatments of one channel. For example, the same material could be presented through the visual channel but in several different forms. The idea could be presented by film, slides, charts, etc. Within one of these forms, such as slides, the material could be presented through words, bar graphs, line graphs, pictures, or cartoons.

In general, two or more channels are better than one. The source has a better chance of getting understanding from the receiver if he utilizes several channels. We learn something from listening to someone. We often learn more if we can read what the person is saying too, or look at a picture of it, or get our hands on it, to, as we say, "get the feel" of it. In person-to-person communication, we often are benefited if we will find ways to treat our message so that we can send it over several channels.

Most of us would agree that two or more channels are more effective than one. Yet, we forget it in our day-to-day communication. We call our staff together to

give them information. When they are assembled, we make a short talk — and that is the end. In short, we *tell* people. Afterward, we find that many of them did not understand us. What do we say? "I told them." This is not good enough. Communication does not consist of telling someone, of encoding a message. Communication requires that the receiver decodes the message. Effective communication requires that the receiver first understand then accept the message as well.

Often we ask people to perform tasks. In doing so we tell them what we want them to do when it would be much easier if we would draw a picture or give a demonstration. Better yet, we can let the receiver practice what we want from him. If we use these several channels, the chances that we will understand, that he will be able to make the response that we want him to make, are greatly increased.

Feedback

No matter how many channels we use in person-to-person communication, there is still considerable doubt that we will be effective in obtaining the responses from people that we want. If we look only on ourselves as sources, we have even less chance of success. If we are willing to serve as receivers as well, the chances go up. Feedback is one way of looking at ourselves as receivers.

By feedback we mean that the source observes the receiver's responses to the message; i.e., the reaction of the receiver to the message sent out by the source is "fed back" to the source. The source can interpret these responses to evaluate his own success in getting his message across. He can use feedback to determine whether the receiver is paying attention, whether

the receiver understands what the source intends, whether the receiver accepts what the source says, etc. By making these checks during the process of communication, the source can alter techniques of presentation to take the receiver's reactions more into account. He can repeat, explain in more detail, give more arguments in support of his thesis, or use devices to increase attention.

When we say that communication is a two-way process we assume continual feedback from the receiver to the source and from the source to the receiver. When we ignore feedback, or do not even notice it, we are not looking at our purposes from a communication point of view — we are not taking the receiver into account.

Person-to-person communication allows maximum feedback. The source can see the receiver, can hear him. The source can watch facial expressions, gestures, as well as the words which the receiver uses to respond. When our messages are difficult and our purposes are important, inter-personal communication is extremely useful — in large part because of the opportunity for feedback from the receiver.

There is another kind of feedback available to us. When we serve as a communication source, we also receive our own messages. We read what we write, listen to what we say, observe our own behavior. Often we can detect a lack of clarity or understanding in ourselves. By listening to ourselves, we can remove these defects and improve our own effectiveness with others.

Interaction

We can look on communication as the taking of an action by a source (encoding a message) plus a reaction from the receiver (response). Sometimes this is all we

do. Other times, however, we can add a third factor — interaction. We say that two people interact, rather than act and react, when each takes the other into account throughout the communication process, and even before communication takes place. In a sense, a source and receiver interact when they switch roles for a moment, when each puts himself in the place of the other, and tries to look at a situation from the other person's point of view. In person-to-person communication, feedback (the receiver's reaction to the stimulus provided by the source) is desirable — but interaction is better.

Through interaction, we can raise the chances that we actually are encoding messages that are understandable and acceptable to another person. By putting ourselves in another person's place and trying to look at the world through his eyes, we are more able to select messages, to treat our ideas in such a way as to appeal to him.

What do we do when we interact? How do we go about it? This is not an easy question, nor can we specify a set of techniques which enable us to do it. It is easy to suggest that we should try to look at a situation from another person's point of view. It is much harder to do so. In a sense, we can never be successful in looking at the world through another person's eyes. We do not have the same meanings that he has, the same experiences, the same goals. In fact, if we have little or no common experience, it is difficult to interact at all. Given some common background, however, we can make some predictions. We can attempt to think about his social roles, observe the things he knows about, perceive his attitudes. We need to remember that although we can never do a perfect job of playing the

role of another we can understand much more about the factors that operate in other people which affect the ways in which they behave and respond to our behavior. The sensitivities to people which develop from this kind of effort often are the most important factors in our success. They certainly contribute to our own happiness and understanding of ourselves as well as of the people around us.

Conclusion

In conclusion, these are at least three of the important ingredients of effective person-to-person communication:

1. We can use multiple channels, increasing the force and impact of our messages.
2. We can get immediate feedback, enabling us to evaluate our own efforts

at communication, and to change our messages, our treatment, to better accomplish our purpose.

3. We can interact with others, reducing the gap between source and receiver, increasing our understanding of the factors affecting the behaviors of others and of ourselves.

There are many other techniques of inter-personal communication. As we analyze each, we need to look at its contribution to the factors we have discussed. Some techniques increase the number of channels we use, other provide for greater feedback. Still others provide an opportunity for interaction among the people engaged in communication. Depending on our situation and purpose, we can utilize many techniques to improve our own effectiveness and the productivity of our organizations.

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The Status of Women in Academic Libraries

by Susan Akerstrom Tarr

School of Library Science

University of North Carolina at Chapel Hill

There are two problems that are basic to the status of women in librarianship:

(1) that the predominance of women in the profession tends to lower the prestige and salary level of the entire profession — as is the case with other 'female occupations', such as school teaching, nursing, social work, and secretarial work; and

(2) that women in the profession are treated less fairly than men. Both problems stem from a society that has historically treated its female membership as less than equal, and even when equality is proved on certain counts, traditionally insists that it is yet only proper that men should dominate! When the public views librarianship as being comprised of such "inferior individuals," the profession cannot but suffer. However, it is impossible to expect society to end its discriminatory attitude toward librarianship as "female work" until the profession itself raises the status of its women to a situation of equality with its male minority! So, in this paper, I am going to concentrate on problem (2).

The status of women in academic libraries is, perhaps, even more precarious than in other sectors of the profession. About 33% of academic librarians are men, while men make up only 20% of the profession generally. But more than this, academic librarianship exists within the milieu of the college and university,

which has always been male-dominated and which is now being proved to be discriminatory against women. A study conducted by Astin and Bayer and reported in the *Chronicle of Higher Education* (May 15, 1972) surveyed 60,000 faculty members at a representative sample of 300 colleges and universities and found that "when matched with male faculty members in terms of degrees held, years of employment, publications, research interests, and fields of specialization, women were likely to hold lower academic ranks, lack tenure, and earn less." The authors discovered that sex was a better independent predictor of rank than such factors as the number of years since completion of education, the number of years employed at the present institution, or the number of books published. The situation is compounded by the following statistics:

- 46% of male faculty members, but only 22% of female teachers, held doctorates.
- 48% of the men but 69% of the women taught undergraduates only.
- While 63% of the female faculty members taught 9 or more hours each week, only 49% of men did so.
- Only 11% of the women said they were chiefly interested in research, while 27% of the men said they were.

—About $\frac{2}{3}$, or 63% of the women had never published an article in a professional journal, but only 39% of the men had not.

—25% of the men surveyed were full professors, but only 9% of the women were.

—49% of the men had tenure compared to 39% of the women.

Many of these discrepancies can be associated with discrimination that women encounter during their pre-career formation as well as in their careers. In the past, many graduate and undergraduate admissions guidelines required higher scores and better records from their female applicants than from their male applicants. But more basic than that, women were told that "they shouldn't take up

some man's place in higher education" just to find a husband. And because college teaching has been dominated by men, especially in the most prestigious positions, women have lacked good models to encourage their choice of a career in academia. In addition, the fact of discrimination once she has entered the profession is necessarily stifling to a woman's career ambitions.

To see how the academic environment has exaggerated the plight of women in libraries, Wanda Auerbach, of the University of Wisconsin, took a random sample, from the 1970-71 A.L.A. Directory, of 100 public and 100 academic libraries of over 50,000 volumes. By identifying the sex of the directors, she came up with these results¹:

SIZE OF LIBRARY (in # of volumes)	PUBLIC				ACADEMIC			
	% Female	(#)	% Male	(#)	% Female	(#)	% Male	(#)
50,000 - 100,000	44%	(20)	56%	(25)	39%	(18)	61%	(28)
100,000 - 150,000	53%	(8)	47%	(7)	22%	(4)	78%	(14)
150,000 - 250,000	35%	(6)	65%	(11)	20%	(3)	80%	(12)
250,000 - 500,000	30%	(3)	70%	(7)	8%	(1)	92%	(12)
Over 500,000	8%	(1)	92%	(12)	0%	(0)	100%	(8)
		(38)		(62)		(26)		(74)

It is obvious, from a quick glance at these figures, that both in public and in academic libraries, as the size of the library increases, the chance that its director will be female steadily decreases. And this tendency is even more impressive (and depressing) among academic libraries than among public libraries.

It is a known fact that the Association of Research Libraries, the group of directors of the 89 largest and most prestigious research libraries in the country, has traditionally been a male clique. (It has been opening up a little in recent years; more than once in the past decade there have been a total of three women listed in

its membership roster.) And the 30-year-old publication, *College and Research Libraries*, has never had a female editor; in addition, for the three years between November, 1969, and July, 1972, there was not even one woman on the nine-member editorial board of CRL!

Unlike other parts of the campus community academic libraries cannot be called negligent about hiring women in general (although one article by Helen Lowenthal suggested that the abundance of women in the field might be explained by the practice of recruiting women for the numerous subordinate positions while recruiting men for the few select positions at

the top!²). A paper written by sociologists Carol Kronus and James Grimm cites librarianship as a perfect example of what they call the "queue theory of promotion." The concept of a promotion queue is derived from an earlier "queue theory of labor market imbalance," which ranks various subgroups by order of their attractiveness as employees to potential employers on the basis of two criteria:

- 1) objective group traits, such as average level of education and work skills.
- 2) subjective criteria, such as employers' beliefs about the group as desirable or compatible as well as capable employees.³

The employment queue refers to which group will be hired and in what proportion. The lower the group's position on the employment queue, the more likely the group is to be an excess source of labor, employed only in times when the demand for less preferred labor increases ("last hired, first fired").

Kronus and Grimm believe this concept can be adapted to describe promotional practices in occupations — like librarianship — where such sub-groups are well represented. Thus, the promotion queue is a continuum of employed groups ranked according to their chances of being advanced to positions of power and influence within an occupation on the basis of the same two criteria described above. On the promotion queue, groups at the bottom are excess power groups, characterized by the phrase "last promoted, first demoted." Kronus and Grimm focus in on librarianship to apply their theory and conclude, unsurprisingly, that women in librarianship clearly rank lower than men on the continuum of desirability for administrative and decision-making positions. Later I will discuss how this low ranking is based primarily on *subjective* rather than objective criteria; but first, a look at the statistics. **The Facts**

Searching through library literature, I discovered that there was no large-scale study of librarianship which differentiated

data by sex factor until Anita Schiller published her *Characteristics of Professional Personnel in College and University Libraries* in 1968. Before this, the only monograph that dealt with the topic was Patricia Layzell Ward's 1966 pamphlet, *Women and Librarianship*, which described the situation in British libraries and which was not limited to academic libraries. Since Ms. Schiller's original publication, she has written a number of articles for library literature applying various analyses to her data (collected in 1966-67) and arguing for an equalization of opportunities for female academic librarians. Although her data is steadily aging, hers is still the most extensive national study available.

By constructing a comparative salary breakdown for male and female academic librarians, Schiller discovered that men occupy positions in the higher-paying classifications disproportionate to their actual number either in the profession as a whole or in any given institution⁴:

Annual Salary (1966-67), By Sex
Percent Distribution

Salary Interval	Total	Men	Women
Under \$6000	7.3%	3.1%	9.7%
6000 - 6,999	21.9	14.5	26.2
7000 - 7,999	22.1	17.3	24.9
8000 - 8,999	16.2	15.2	16.8
9000 - 9,999	11.2	12.6	10.4
10,000 - 10,999	8.4	11.5	6.6
11,000 - 11,999	4.1	6.9	2.5
12,000 - 12,999	3.2	6.2	1.5
13,000 - 13,999	1.5	2.9	.7
14,000 and over	4.0	9.8	.7
TOTAL	99.9%	100.0%	100.0%
BASE	2,181	802	1,379
Median	\$7,925	\$8,990	\$7,455
Mean	8,425	9,598	7,746

In fact, 37% of the men are in the \$10,000-and-above bracket while only 12% of the women earn that much. (Similar findings were reported in a 1971 survey of the personal members of the American Library Association.⁵ Although that data is more recent than Schiller's, I will not use it in this paper because it is limited by its restriction to A.L.A. members, and because it doesn't distinguish between types of libraries — e.g., public, academic, special, etc. — in reporting its findings.)

There are three major objections one might raise to the above comparison of annual salaries as reported by Schiller. First, it is difficult to determine if women are actually being 'held back' in the lower salary categories, or if they simply lack the level of education attained by the men who work in academic libraries. Secondly, this sort of breakdown does not indicate years of experience; perhaps men remain in the field longer than women, or perhaps women temporarily 'drop out' to raise families, and thus lose tenure. Finally, there is still the problem of the age of the data; maybe 1970 has brought better things for women in academic libraries.

On the first point, Schiller has compiled data on what library degrees were held by her respondents⁴:

Highest Library Degree	Total	Men	Women
No library degree	13.5%	12.4%	14.2%
Bachelor's Degree in Lib. Sci.	2.9%	.8%	4.1%
5th Year Bachelor's in Lib. Sci.	17.9%	11.0%	21.8%
5th Year Master's in Lib. Sci.	59.3%	69.3%	53.6%
6th Year Master's in Lib. Sci.	5.5%	4.7%	6.0%
Doctorate in Lib. Sci.	.8%	1.7%	.3%
BASE	2,265	825	1,440

Though men seem to dominate the 5th year Master's Degree category, it seems reasonable to group the two older degrees — the 5th year Bachelor's and the 6th year Master's — along with the 5th year Master's, as similar educational levels. If such a move is acceptable, the proportion of men and women at that level is relatively equivalent (85% of the men and 81.4% of the women). Where women fall quite a bit short of men is in the number of doctorates held. To see if this degree difference accounts for men holding the highest level salary positions, I will turn to a study of Library Science doctorates published by Carpenter and Carpenter in the *Journal of Education for Librarianship*⁶:

Median Salaries of Doctorates, By Age

Age	Female (n=24)	Male (n=83)	Total (107)
21 - 30	(only 1 case)	----- (0)	-----
31 - 40	\$13,700 (7)	\$16,300 (18)	\$15,000
41 - 50	11,200 (4)	19,100 (18)	18,000
51 - 60	15,200 (5)	19,200 (35)	18,000
Over 60	14,200 (7)	19,800 (12)	18,000
All ages	\$13,800	\$18,300	\$17,000

In Carpenter's breakdown by age, it becomes apparent that women doctorates at their peak (51-60 years old) earn less than men doctorates at their career lows (31-40 years)! Some might counter that this large discrepancy may in part be explained by women who have left the field for child-rearing, therefore accumulating fewer years of experience. However, this

argument is not likely valid since only 20% of these women doctorates are married.

Carpenter's further breakdown by positions held shows that women doctorates tend to go into the teaching field while the largest number of men eventually get positions as major executives:

Median Salaries of Doctorates and Deans, By Position

Position	Female	Male	Total
Major Executives	\$13,400 (9)	\$21,700 (46)	\$19,700 (55)
Faculty	14,000 (14)	16,800 (27)	15,300 (41)
Other Position	----- (1)	13,000 (10)	13,000 (11)
Deans	15,800 (5)	22,300 (17)	21,600 (22)
ALL GROUPS	\$14,100 (29)	\$19,600 (100)	\$19,500 (129)
Lowest 1/3	\$9,500 - 13,000	\$3,000 - 16,800	
Highest 1/3	\$15,000 - 21,500	\$21,000 - 30,000	

It is evident that there is little monetary incentive for women to buck tradition and compete for library executive positions. Although women faculty members are paid less than their male counterparts, the salary

variation between female and male executives is almost three times as large.

Speaking to the question of experience, Schiller has analyzed her data along these lines:

Nationwide Median Annual Salary

No. of years of Professional Experience	Total		Men		Women	
	Percent	Median Salary	Percent	Median Salary	Percent	Median Salary
Under 5	33.0	\$6,940	35.5	\$7,330	31.6	\$6,750
5 - 9	20.2	7,965	23.0	8,950	18.6	7,465
10 - 14	14.3	8,930	17.2	10,235	12.6	8,080
15 - 19	11.6	8,955	11.7	10,750	11.6	8,275
20 and over	20.8	9,205	12.6	12,570	25.6	8,745
TOTAL	99.9	\$7,920	100.0	\$8,975	100.0	\$7,455
BASE	2,155		795		1,360	

Once again, when experience is held constant, there are still large discrepancies between men's and women's salary levels.

Finally, as to the age of Schiller's data, recent figures seem to indicate that things are getting worse for women, not better:

—In 1930, 19 of the chief librarians at 74 large colleges and universities (chosen at random) were women.

—In 1969, of those same 74 libraries, only 3 of the chief librarians are women.

—In 1930, 30% of State Library Associations were headed by men.

—In 1970, 50% of State Library Associations were headed by men.

—In 1930, 64% of deans of library schools were men.

—In 1960, 50% of deans of library schools were men.

—In 1970, 79% of deans of library schools were men.

—In 1971, 4 new schools were accredited, all with men deans.

—The proportion of men as heads of state libraries has almost doubled between 1960 and 1970.

Specific Cases

Granting that the Library of Congress is not an academic library, it is still the country's major research library. For this reason, I felt it might be a good place to start when studying the situation of women in specific libraries. I was told by the Information Office at L.C. that the only figures available were those in a breakdown by Government Service level.

Pay System	Full-Time Employees	Male	Female
G.S. 5-8	1445	602 (41.7%)	843 (58.3%)
G.S. 9-11	899	448 (49.8%)	451 (50.2%)
G.S. 12-13	578	331 (57.3%)	247 (42.7%)
G.S. 14-15	212	171 (80.7%)	41 (19.3%)
G.S. 16-18	60	58 (96.7%)	2 (3.3%)
TOTAL	3,194	1,610 (49.6%)	1,584 (50.4%)

Like Schiller's national survey, this L.C. chart indicates that women tend to gravitate to the lower paying levels, while men rise to the top. However, the [woman] officer I interviewed claimed that women at the Library of Congress generally do not feel discriminated against. This claim is countered by the March 1972 issue of the *LCPA Newsletter* subtitled "Women at the Library," in which a number of women express their dissatisfaction with promotional practices at L.C. Nevertheless, it is very possible that most women may not

feel that men are particularly favored at the library.

In a study reported in the March 1973 issue of *Psychology Today*, a sample of full-time workers in various occupations across the country were each given an achievement score based on objective criteria, such as education, length of service, number of hours worked per week, amount of responsibility and occupational prestige. When women were compared with men of equal achievement scores, in 95% of the cases, women got lower salaries and bene-

fits. And yet, when these same women were asked if they felt they were being discriminated against, only 8% answered in the affirmative! The authors suggested a few reasons why women might not feel what seems to be obvious discrimination:

- (1) Women do not know what their male peers earn.
- (2) They may attribute the disparity to factors they consider legitimate.
- (3) They may believe that men and women should receive unequal pay and benefits.
- (4) They may define discrimination as

something consciously planned and executed.

- (5) They may connect discrimination only with age, race and religion — not sex.

- (6) They may compare their status with other women rather than men.⁷

I believe that all of these factors may work to keep female academic librarians unduly satisfied.

The University of North Carolina (Chapel Hill) Library also has only gone as far as a salary breakdown of its professional staff:

Percent Distribution of Salaries According to Sex (1972)

Salary Interval	Total	Men	Women
8000 - 8999	25.0%	25.0%	25.0%
9000 - 9999	21.9	8.4	30.0
10000 - 10999	14.0	4.1	20.0
11000 - 11999	15.7	20.9	12.5
12000 - 12999	6.2	4.1	7.5
13000 - 13999	6.2	12.5	2.5
14000 - 14999	4.6	8.4	2.5
15000 - 15999	0%	0%	0%
16000 - 16999	3.2	8.4	0%
17000 - 22999	1.6	4.1	0%
23000 - 27999	1.6	4.1	0%
TOTAL	100.0	100.0	100.0
BASE	64	24	40
Median	\$10,250	\$11,425	\$ 9,850
Mean	\$10,882	\$12,527	\$10,132

A close study of these figures will reveal that the salaries of 72.5% of the female professionals fall below the mean of the entire group of professionals, i.e., \$10,882.

The most thorough study conducted on the status of women at an academic li-

brary is that done by the Affirmative Action Committee of the University of California, Berkeley, in 1971.⁸ I have chosen two charts on professional promotion from their published report; I believe the data speaks for itself:

Years to Present Rank from Date of Hire
(L-I being the lowest and L-V being the highest rank)

Present Rank	Women			Men		
	median	mean	no.	median	mean	no.
L-II -----	2	1.9	(32)	1	1.5	(14)
L-III -----	10	11.8	(34)	6	5.7	(12)
L-IV -----	14	15.1	(11)	12	12.5	(8)
L-V -----	24	22.6	(3)	0	9.5	(9)

Number of Years for Promotion from One Rank to the Next

Promotion level	Women			Men		
	median	mean	no.	median	mean	no.
L-I to L-II -----	3	3.3	(64)	2	2.3	(33)
L-II to L-III -----	6	8.1	(46)	4	5.2	(23)
L-III to L-IV -----	7	8.5	(13)	4.5	6.1	(11)
L-IV to L-V -----	4	3	(3)	5	5.7	(4)

Looking at the "no." columns, it is apparent that Berkeley — in accordance with the national averages — has a disproportionate number of men in the top positions. And women who have made it through the grades have had to work a lot longer at the various levels before promotion was accorded them.

Not only is this sort of discrimination unfair (and stifling to a woman's career ambitions!); it is also *illegal*.

Legal Recourse

First in the consideration of legislation affecting academic libraries is the Equal Pay Act of 1963, which demands "equal pay for equal work." However, as originally stated, this law exempted executive, administrative and professional employees; thus, it covered library assistant categories but not professional librarians. In 1972, the law was amended by the Higher Education Act which removed the professional exemptions.

Next, Title VII of the Civil Rights Act of 1964 made it illegal for an employer, labor union or employment agency to discriminate against employees or applicants because of their race, color, religion, sex,

or national origin; it further prohibits discrimination not only in hiring, but in "compensation, terms, conditions, or privileges of employment." Again, when the law was passed in 1964, it exempted activities of educational institutions. But the Equal Employment Opportunity Act of 1972 served to remove this exemption and extended coverage of the law to employees of state and local governments.

Finally, Executive Order 11375 (issued in 1967, effective in 1968) bars sex discrimination in employment by government contractors. According to the Department of Health, Education and Welfare — whose responsibility it is to investigate claims of discrimination under the terms of this executive order — more than 80% of the nation's higher education institutions have contracts with the government and thus are subject to the terms of this order. The most significant section of the order reads as follows:

The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action

shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this non-discrimination clause.

The government holds the threat of revoking its contracts if the terms of this order are not adhered to.

Summary: The Arguments

Regardless of the laws and government guidelines, and especially regardless of a small group of irate women librarians, many employers feel they have adequate justification for paying women less and retarding their advancement in favor of their male colleagues. Among these "justifications" are usually some of the following:

- (1) Women tend to work just for pin money otherwise expressed:
 - (a) Married women do not need as much income because they are primarily supported by their husbands.
 - (b) Unmarried women do not need as much income because they have no families to support.
- (2) Women would not work if economic reasons did not force them into the labor market.
- (3) Women are primarily concerned with socioemotional aspects of their jobs — to the demise of efficiency.
- (4) Women are less concerned than men that their work be self-actualizing.
- (5) Women are more content than men with intellectually undemanding jobs.
- (6) Women are less concerned than men with getting ahead on the job.

- (7) Women are less dependable about attendance at work because of conflicting home responsibilities.

All of these justifications fall into Kronus and Grimm's second criterion for placement on the promotion queue: "subjective predisposition of the employer." The first six of these assumptions were tested in the *Psychology Today* survey I mentioned earlier:

(1) About women working for pin money only, the survey discovered 2/5 of U.S. working women are economically independent of men. And 1/3 of the women in the study were the sole wage earners in their households. An additional 8% reported that they earned the bulk of their family's income.

(2) About the assumption that women would not work unless they were forced to for economic reasons: While 74% of the men indicated they would work regardless of their economic situation, 57% of the women said they would. Most of the difference resulted from the responses of married women; single women did not differ from men significantly.

(3) Concerning women being more concerned with socializing on the job than accomplishing their work tasks, the authors asked their respondents to rate the importance to them of four facets of their jobs:

"My coworkers are friendly and helpful."

"I am given a lot of chances to make friends."

"My supervisor is very concerned about the welfare of those under him."

"My supervisor is competent in doing his job."

There was only one significant sex difference: More women (68%) than men (61%) indicated that it was very important to them that their coworkers be friendly and helpful. Both groups attached more importance to the competence of their supervisor than to his congeniality.

(4) About self-actualization being more important for men, both men and women

in the sample indicated approximately equal concern about meaningful work.

(5) About women being more content with less intellectual work, the authors asked all the respondents to rate their jobs according to such criteria as "requires that you keep having to learn new things," "requires you to do a lot of planning" and "allows you a lot of freedom and creativity." When the respondents then indicated their degree of satisfaction with their jobs, there was no sex difference: Those who rated their jobs low in intellectual challenge also rated them low in satisfaction.

(6) To test if women are less concerned than men with getting ahead on the job, the authors simply asked the respondents if they ever wanted to be promoted. 60% of the men vs. 48% of the women said they did. (Remember, the respondents in this survey are a random sample of all workers, the majority being non-professional.) But the *desire* for promotion turned out to be largely a result of expectation of promotion. 2/3 of all women expected never to be promoted!!

Another study, done by Abbott L. Ferris, and published as a monograph under the title *Indicators of Trends in the Status of American Women*, demonstrates that women do not miss more work than men, whether for family duties or other reasons. Prior to 1964, females slightly exceeded males in days lost from work, while in 1964 and thereafter, males slightly exceeded females in days absent.

Now, getting back to the promotion queue, Kronus and Grimm also conclude that subjective criteria assume more importance in promotion than in the employment continuum, for two reasons:

(1) Consideration for promotion not only evaluates skills necessary for leadership but acceptance capability by subordinates. Thus, one weighs prejudices and emotional reactions to groups, in relation to objective capabilities. "These subjective factors center around those status attributes (usually race and sex) which conflict with

the typical image other employees have of the ideal leader."

(2) Many occupations are concerned with the "image" which their leadership presents to the public — occupations with which they deal, their clients, or the general public. "Any traits of an employee group that may conflict with the public definition of 'appropriate' leadership relegates the group to a lower position on the promotion queue, quite apart from both the skills of the group or its desire to move into powerful and prestigious positions in the occupation."

Both of these subjective evaluations are easy to recognize in the promotional practices of academic libraries. Almost as much as men, women tend to prefer male to female leadership, because of a conditioning to accept men as the 'appropriate' embodiment of domination and superiority. So, women in libraries allow men to tell them what to do. Because the academic environment obviously favors the male image, and because people who fill the highest positions in academic libraries must be able to influence and be respected by the faculty, the 'appropriate' leadership suggested by the academic library's public is naturally male.

Solutions to problems arising from general attitudes are difficult, but I think women can look at the current Black movement to help set directions. First, attitudes about women are not going to change until women change their attitudes about themselves. Women must develop a 'manly' confidence in their own intelligence, talents and competences. But then, men are going to have to learn how to accept such confidence (and competition!) on the part of women. Secondly, regardless of initial 'public' reaction, women must be given a chance to respond to the challenge of large supervisory responsibilities. Kronus and Grimm ask the question (as do many women librarians):

Is it possible that one finds less administrative talent and ambition among 75,000 women than among 13,000 men?

(These figures reflect the proportion of women to men in the field of librarianship taken as a whole; i.e., not just academic libraries.)

On the more practical side, there are some reasonable solutions to the temporary-dropout problem of women librarians with young families. Libraries and universities should look in to the establishment of responsible part-time or 'shared' positions, so women and men can divide the child-rearing duties while keeping in constant touch with their fields, and not forfeiting tenure. Also, many reports by women in universities and university libraries recommend the provision of child care facilities by the university for all children of university staff members. Not only would these centers allow mothers (and fathers) to retain their jobs during child-rearing years, but child-care centers tend to decrease absenteeism in women. (A firm in Massachusetts which has operated a child care center since 1962 claims that its establishment has cut female absenteeism by 80%.⁹)

At a time in our national economy when library jobs are at a shortage and moneys for increased compensation are nil, why embark on a crusade that is bound to cost money and is not likely to help the library's public image? I think the answer has to involve the library's and the campus's traditional support of fair-minded policies and just causes. How can we throw our energies and funds into the acquisition of Black literature, and fervently demand equal rights for Blacks, Mexican-Americans, Indians and other minority peoples, while allowing, within our libraries, some of the same attitudes that oppress these people to stifle the ambitions of women librarians? In practical terms, this probably means to men that their advancement may be retarded a little, while women are encouraged to catch up. But that is simply a necessary part of the equalization process.

As Helen Tuttle says in her article, "Women in Academic Libraries,"

In academic libraries, we do not want to eliminate men from librarianship. We

simply want to teach them to take minutes, to type and to make coffee.¹⁰

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The Coastal Plains Center for Marine Development Services*

by Harold Dubach

Oceanographer and
Meteorologist for the Center

I count it a real privilege to have been invited to talk to you today about the Center and its activities. We have frequently had the opportunity to introduce our Center to civic groups such as the Lions, Rotary, etc., and to various academic groups where the individuals listening have diverse backgrounds and orientation. But, in speaking to you, there is much we share in common as fellow workers in the information services field.

Before moving into a presentation of the Center itself, I thought it would be proper to examine some of the particular problems of the environmentalist and place in perspective the situation as it exists in the field which we expect to serve.

About 30 years ago, at the beginning of World War II, marine science activities were not very well organized or advanced in this country by today's standards. At that time, the Woods Hole Oceanographic Institution had been in operation about 10 or 12 years; the book "The Oceans" by Sverdrup, Johnson, and Fleming, which is now recognized worldwide as the handbook, (or Bible), for marine scientists was not yet off the press; and the Ph.D.'s working in oceanography in this country could easily be counted on your hands. In those

war years, when the submarine and other threats at sea were facing the nation, this double handful of marine scientists were called on to solve a rather different set of problems. Marine science activities up until 1940 were concerned with mainly fishery investigations, exploratory surveys and basic research; the new problems created a new field of research, military oceanography. The record will show that marine scientists performed effectively and successfully for their nation. How were they able to do this? If one will go back and examine the procedures used, they will discover that this group of individuals was particularly effective in obtaining results because their information system operated thoroughly and effectively. Of course, it did not involve the sophisticated light-flashing computerized systems we know today; it was far less complex. Perhaps an examination of their work can provide clues to better ways of pulling together the multi-faceted marine science information system we have. There are many weaknesses in our present systems and we should ever be alert to experiment with techniques that might provide a more effective service and operation.

It is a well established fact that the environmental sciences are a multi-discipline field. Professionals from all of the basic sciences have found opportunities for research in environmental work regardless

*This paper presented originally at the fall meeting at the North Carolina Special Libraries Association held at Wrightsville Beach in September, 1972.

of whether it concerns the water, the atmosphere, or the land. It is therefore entirely appropriate for specialists in each particular field to develop his own set of personal communication channels and contacts, with associates who share his professional interests. This type of person-to-person communication, whether oral or by correspondence, is perhaps one of the most frequently used techniques for information transfer. Many individuals have indicated that they rely almost totally on this one type of information system. Indeed, it may be satisfactory for some individuals, especially when there are only a few individuals engaged in similar highly specialized work, but by-and-large I have reservations on the thoroughness, adequacy, and total reliance on the "personal communication information system" in this day and age.

Written papers, technical reports, books, and other types of documentation can be identified and another type of informational system. I am sure that each of you is intimately familiar with the variety of published documents that are distributed today. For convenience these might be sub-divided into three categories: 1) Technical papers that contain the results of original and new research; 2) Handbooks, monographs, and reference or encyclopedic type documents which summarize original material and; 3) Bibliographies, indexes, and catalogs, many of which also provide brief annotations and abstracts on the cited document.

With the scientific information explosion, which for the marine sciences, began in the 1950's, the two traditional information systems of 1) personal communication, and 2) publication soon became inadequate. In an effort to provide for the organization and processing of the flood of new data that began to appear in the environmental sciences, the first data centers were established. By and large, these organizations were responsible for the collection, processing, and storage of quantities of numeric information. Most of the centers were assigned national and/or international functions and responsibilities.

Some centers had very simple operating procedures amounting to little more than identifying, indexing, and archiving the survey materials received. Other data centers were responsible for reduction of data, for instrument calibration, for analytical checks, and for the conduct of other quality evaluations before incorporating new data into their holdings. Most of these centers, however, seemed to give priority attention to servicing information requests from their collection.

A fourth type of information system (or facility) might be identified as the "archive." The primary obligation of such a facility would include the collection, the identification, the cataloging, and the storing of specimens, usually biological and geological. Various types of charted information and film also have been organized and assembled into archive type collections; these are often operated by governmental agencies.

To review, I have identified four information systems currently available and in use today by the environmentalist:

- 1) That which involves direct personal communication with associates and peers;
- 2) That which consists of technical documentation (usually held in library collections);
- 3) That which consists of systematic collection, processing, indexing, and storage of numeric data (usually held in data centers);
- 4) That which consists of organized collections of specimens, samples, film, charts, etc. (usually held in specialized archives).

These same systems were in use in the early 1940's; the difference then was that the environmentalists of that day had a very limited collection of publications, of data, and of specimens, therefore exchanges of information could be easily and effectively conducted by using the personal communication information-transfer technique.

In the quarter of a century since, and particularly over the last decade, improved instrumentation, and the increased availability of platforms on which to place instruments have increased field surveys and activity 10-fold or more. Now we not only place instrumentation on ships, but also on huge buoys, airplanes, satellites, scuba divers, and even porpoises as platforms. The result has been a tremendous and ever increasing inflow in the volume of information received. Since 1960, there has been increasing national and international attention focused on environmental research as well. Beginning with the International Geophysical Year (1957) and extending through the 1960's, research projects covering an entire ocean were undertaken by fleets of international oceanographic ships. The data results and other informational products of these expeditions are still being processed today by newly created national centers. In the past 3 or 4 years, the research emphasis has shifted to the coastal zone. Information from these areas is now beginning to accumulate from various projects and is finding its way to the various repositories.

Initially repositories, data centers, and archives seemed to offer the ultimate solution to the growing information problem for the environmentalist. Now, however, there has appeared on the scene a proliferation of specialized data and information centers; some have an international and/or national responsibility and scope, and others which are operated by educational, non-profit institutions and/or state and local government agencies may have more limited use functions or may be project or research oriented.

All of this leads the individual wanting certain environmental information to a state of confusion and frustration. He may

well be justified in asking the question "Do you call this help? Now to which repository, archive, or center do I go for the information I want?" And it seems that the scientist is no better off than the student and anyone else who wants specific environmental information. The business man is probably the most discouraged and befuddled of all when, with his limited time he gropes through a maze of public agencies seeking help to obtain the environmental information he needs.

To make my point quite specific, the National Oceanic and Atmospheric Agency in Rockville, Maryland, has within its organization at least a half dozen information-data centers, one archive, and two operational organizational components! Elsewhere in federal government agencies of the Washington, D. C., area, there are at least another ten or a dozen environmental repositories and libraries. I will identify a few: the Smithsonian has 3; the Geological Survey has 3; the Naval Oceanographic Office has 2; the Army Corps of Engineers has at least 3; and NASA has 1. In addition, there is the Federal Clearinghouse now called National Technical Information Services facility in Springfield, Va., and a new Earth Resources Observation System film depository that has just become operational in South Dakota. These are just a few of the federal facilities that immediately come to mind.

And this brings me to the subject of our organization; the official name is Coastal Plains Center for Marine Development Services, though I often refer to it as just the Coastal Plains Marine Center. Now, I would not be the least bit surprised if someone asked "what is the purpose of yet another information facility?" The answer can be found in the last word of our organization's name — "Services." Services

are the basic purpose and mission of our activity. We are not another depository, data center, or library covering the coastal zone. There are enough of those in existence now. Our mission is simply to assemble from the array of archives, depositories, libraries, data centers, and other sources, material which is needed by individuals and activities concerned with coastal environmental problems.

The main thrust of our work involves providing customized informational services in response to requests. (Perhaps a good analogy would be to identify such work as similar to that of a reference librarian). We do other things too. Mr. McCabe our present Director, recently set down in rather succinct fashion the 3 basic tasks that the Center should continually perform. These are rather straight forward and should not require explanation. They are:

- 1) To assemble information;
- 2) To analyze information; and
- 3) To disseminate information.

Some individuals may include among our obligations the responsibility to serve as a clearinghouse and referral activity and we do perform these duties. Also, the staff works continually at improving communications between organizations which have coastal environmental interests and involvements. As the technical arm of the Coastal Plains Regional Commission, the staff is always available to the Commission for professional advice and expertise on matters concerned with the marine and coastal environment.

Perhaps a little historical background is appropriate at this point:

The Coastal Plains Regional Commission was established under the Public Works and Economic Development Act of

1965 to encourage and induce systematic, accelerated economic growth in the Coastal Plains Regions of Georgia, North Carolina, and South Carolina. In an effort to close the per capita income gap between the Region and that of the rest of the United States, the Commission selected six target areas for intensified work which would produce economic growth. One of these areas was marine resources.

The Commission decided to provide a form of technical assistance to the public agencies, academic institutions, and private enterprises engaged in developing the marine resources of the Coastal Plains Region by establishing the Coastal Plains Center for Marine Development Services. The Center was established in December 1968 through Resolution by the Commission. In June 1969, the Commission negotiated a contract providing for a Director of the Center and giving him the necessary funds to staff, equip, and operate the Center in Washington, D. C., until a permanent location was established within the Coastal Plains Region. Staffing of the Center began in November 1969 with additional members being added in early 1970. This professional staff of four provided the Center with a broad technical coverage of the basic marine and coastal sciences as well as surveying and data processing expertise.

In April 1971, the Center moved to Wilmington and has been temporarily located on the UNC-W campus. As of October 1, the Center will be located at Harbor Square on South 17th Street across from the New Hanover Memorial Hospital. The staff now numbers 10 of which 6 may be classified as professional.

Briefly, let me identify for you some of our work and accomplishments of the past 3 years of the Center's existence.

Probably, best known is our *Marine Newsletter*, a bimonthly publication which was first issued in January 1970. In it, we strive to present information "on, and of interest, to those concerned with coastal activities in the Carolinas and Georgia".

Over the past two years, the Center has sponsored 6 seminars or workshops, with proceedings issued for each. Other publications include directories of personnel and facilities of the Region; a catalog of marine related projects and three comprehensive bibliographies on marine topics with economic relevance. The latter items have been in such demand, not only in the Region but from other states and countries, that each publication was out of print within a few months after its release was announced. A second printing of each has now been issued.

A product now in press which may be of interest to this group is the catalog of serial publications covering marine and coastal literature available in South Carolina libraries. I believe most of you are aware of the fact that the Center has contracted with the UNC-W library to prepare a similar type of document covering the state of North Carolina. I am informed by Miss Hagan and her staff that the North Carolina product will have a far more extensive coverage of titles than are included in the South Carolina list. Based on our present schedule, this item should be available next spring. Later, we expect to produce the same type of catalog for Georgia.

Finally, we have several items now in press that are the initial products of a series which is titled *An Environmental Inventory for the Coastal Plains and Adjacent Atlantic Waters of the Southeastern States*. Part III, the *Index to Hydrographic*

Surveys for Coastal and Inshore Waters of the Carolinas and Georgia has just been released. Other titles in this series will include an *Index to Marine Observations: Stations of the Region*; and separate *Bibliographies of Literature on the Coastal Environment of North Carolina, South Carolina, and Georgia*.

In closing, I offer to you any and all our publications and would invite each of you to call upon the Center and its staff whenever you feel we might be of help or can otherwise serve you.

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New North Carolina Books

by William S. Powell
Professor of History
University of North Carolina at Chapel Hill

ISABEL M. WILLIAMS and LEORA H. McEACHERN. *Salt—That Necessary Article*. (Wilmington: [Privately printed,] 1973. 190pp. Maps, diagrams. \$7.95. (Order from Book Department, Belk-Berry Co., Inc., P. O. Box 1320, Wilmington, N. C. 28401.)

The work of Mrs. Williams and Mrs. McEachern dealing with the history of the Lower Cape Fear area is widely known. They are careful in research and competent in writing, and they have produced a book that would do justice to a professional historian. It deals with the salt industry in their region from 1662 when the Lower Cape Fear was first carefully explored through the period of the Civil War. Union blockaders restricted the importation of salt, and the local production of this most necessary article became important to the state and the Confederacy. In thirteen chapters the subject is covered quite thoroughly yet interestingly. Printed and manuscript sources, personal papers and official documents, and suitable secondary sources were consulted and are cited in footnotes. In spite of the fact that this is entirely a local production, it is well written, attractively printed, and well bound. It is a production that would reflect credit on an experienced, published historian and an established press, and it merits the attention of librarians, book collectors, and North Carolinians in general.

GEORGE LAYCOCK. *Wild Animals, Safe Places*. (New York: Four Winds Press, 1973.) 178pp. Illus. \$5.88.

As "civilization" spreads across the remaining open areas of the United States

there are fewer and fewer safe places for wild animals. This book discusses the animals (including birds) which have found a safe refuge in four preserves. North Carolina is not included, and only by the greatest stretch of the imagination can this be counted a North Carolina book. It is so interesting, however, (yet designed to appeal to the 10 to 14-year-old) that it is worth mentioning here for the few Carolina references which it contains. The Carolina parakeet, alligators, and pelicans, all of which once flourished here, are mentioned in connection with this locale. One of the photographs is credited to Jack F. Dermid, now with the United States Bureau of Sport Fisheries and Wildlife, but formerly with the North Carolina Wildlife Resources Commission.

THAD STEM, JR. *The Tar Heel Press*. (No place: [North Carolina Press Association], 1973.) 309pp. \$7.50. (Order from: North Carolina Press Association, Mrs. Margaret Harper, Secretary, Southport, N. C. 28461.)

The first newspaper in North Carolina was published in the summer of 1751. Thad Stem's new book, written not to mark that anniversary but the centennial of the establishment of the North Carolina Press Association in 1873, is a fascinating account of newspapers, editors, the news, advertising, and a host of other subjects from the date of the first colonial newspaper to Watergate. This is not only a history of journalism, it is also a history of events in North Carolina. The author has clearly examined long runs of countless

papers in the state and culled the important and the trivial. The range of topics is staggering: the development of flue-cured tobacco, the origin of the "tea-dance," the first book review page, the earliest (and secret) chapters of the N.A.A.C.P., unionization, two Carolina-Duke football games in one season, the only Rose Bowl game not played in Pasadena, why the American Legion flourished, and so on. The names of notable people, not all of whom were journalists, appear on nearly every page. This fact-filled book is also readable and will jog many minds into pleasant recollections of events not too long past. The readers in the future, however, will be disappointed to discover that the index is directed only to the journalist; it is an index of newspapers and of newspapermen only. The treasure of fact and lore, state-wide in origin and from all times, cannot easily be retrieved.

WALTER B. WEARE. *Black Business in the New South*. (Urbana: University of Illinois Press, 1973.) 312pp. Illus., bibliography. \$10.95.

Subtitled "A Social History of the North Carolina Mutual Life Insurance Company," this study was originally prepared as a doctoral dissertation in history at the University of North Carolina. It has been described locally as one of the best dissertations ever submitted to the Department of History. It is, of course, a history of the North Carolina Mutual Life Insurance Company in Durham, formerly Black-owned and still Black-managed, but this book is considerably more than that. It contains a great deal of accurate and interesting Black history — business, church, educational, and social. The rise and development of several Negro newspapers, biographical information on many notable leaders of the race, and recent trends in race relations are among the countless topics covered. There is an excellent classified bibliography and a careful index. *Black Business in the New South* is a volume in a series called "Blacks in the New World" edited by August Meier, and judging by

Professor Weare's work a high standard of excellence has been set. Librarians hard pressed to provide their patrons with readable and reliable Black history should watch for additional titles in the series.

MANLY WADE WELLMAN. *The Kingdom of Madison*. (Chapel Hill: The University of North Carolina Press, 1973.) 222pp. Drawings by Frank Holyfield. Bibliographical notes. \$8.95.

County histories vary in plan and effectiveness. Some are genealogies, if the truth were admitted, some are compilations of statistics and lists of names, a few make an attempt at a chronological recitation of events, and now Manly Wellman has added a new form. This is a book of fact and flavor, to be read as one would read a novel or a fascinating travel book. Reading it is a pleasant experience. Madison County, high in the mountains of western North Carolina on the Tennessee border, is unique among the counties because of its isolation, its vast store of folklore, the special qualities of its people, and the beauty of its scenery. It is, indeed, a kingdom unto itself. The spirit of the place is clearly communicated to the reader in the author's version of many unusual events, some bloody and others not. Frank Holyfield's mood-setting drawings are lovely and have also been published separately in a portfolio.

INA W. VAN NOPPEN and JOHN J. VAN NOPPEN. *Western North Carolina Since the Civil War*. (Boone: Appalachian Consortium Press, 1973.) 437pp. Illus., bibliography. \$12.95.

Western North Carolina has changed more rapidly and completely in the past century than any other part of the state. The authors, members of the faculty of Appalachian State University, have made a detailed study of the region which includes two dozen of the state's westernmost counties, a portion of the famed and much-maligned "Appalachia," and recorded their findings in seventeen chapters. A

prologue presenting a hasty survey of the region's geography and its history from the eighteenth century is followed by the text divided into three main categories: The People and Their Homeland; A Changing Society (religion, education, literature, folklore, medicine, and other topics); and A Developing Economy (transportation, agriculture, lumbering, business, and tourism, among others). The very subject of this book dictates that it must be in every library in the state. It will prove handy for reference in answering many questions about this interesting and important part of North Carolina.

HORTON COOPER. *North Carolina Mountain Folklore and Miscellany.* (Murfreesboro: Johnston Publishing Company, 1972.) [168]pp. Illus. \$5.95.

HUBERT J. DAVIS. *'Pon My Honor, Hit's the Truth, Tall Tales from the Mountains.* (Murfreesboro: Johnson Publishing Company, 1973.) 112pp. Illus. \$4.95.

To folklore lovers these two little books will be just so much treasure. They contain traditional and original stories, remedies, definitions, and ballads. Old photographs and an artist's drawings illustrate them.

HENRY C. BRIDGERS, JR. *East Carolina Railway, Route of the Yellow-hammer.* (Tarboro: T & E Publishers of Louisville, Carolina Division, Box 429, 1973.) 211pp. Illus. \$9.75.

The East Carolina Railway, incorporated in 1898, operated over a forty-mile track between Tarboro in Edgecombe County and Hookerton in Greene County until it was acquired by the Atlantic Coast Line in 1935; from that date until the last run was made on November 16, 1965, it continued to serve the communities along its line. The line was almost exclusively the brainchild and the possession of Henry Clark Bridgers yet it was responsible for the creation of three towns along its route and had an associated corporation for every two miles of its mainline. This is a delightful volume of local history; its large number of old photographs will enthrall rail-

road buffs while its appendix of names, statistics, locomotive descriptions, and other information will prove useful to a variety of regional readers.

Sketches of Early Watauga. Sketches by Peggy Polson, stories by Betty McFarland. (Sponsored by the Boone Branch, American Association of University Women, 1973.) Unpaged. Paper, spiral binding. \$7.50. (Order from Mrs. N. H. Shope, 508 Grand Blvd., Boone, N. C. 28607.)

This booklet, approximately 13 by 10 inches in size, contains eighteen pen and ink sketches of homes, public buildings, churches, stores, mills, and the like, in Watauga County, each printed on heavy stock suitable for framing. A one to two-page text describes the structure or relates its history.



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Minutes NCLA Executive Board

The Executive Board of the North Carolina Library Association met on July 11, 1973, at ten o'clock in the Board Room of the Greensboro City Schools Administration Building. Elizabeth Copeland, President, presided over the meeting attended by the following: Richard Barker, Eunice Query, Gene Lanier, Marian Phillips, Burnie Sheffield, Gail Ijames, Leonard Johnson, Neal Austin, Ken Brown, Kathleen Gilliland, Herbert Poole, Eunice Drum, Lonnie Carey, and Catherine Weir.

The President asked whether or not there were any corrections to the minutes of the previous meeting as mailed to the board members. Eunice Query moved the acceptance of the minutes as printed. Richard Barker seconded the motion. The motion carried.

After thanking Herbert Poole and his staff for their work in making *NORTH CAROLINA LIBRARIES* into an excellent publication, Elizabeth Copeland asked Herbert Poole to give a report on the status of the journal. He discussed future plans, cited \$6,000.00 as the probable annual cost for the publication, and presented plans for making the Winter Issue into a commemorative one featuring reproductions of Louis Orr prints. A master index to all 31 volumes of North Carolina Libraries is being planned for the near future. The Fall Issue will include conference announcements.

Richard Barker, Treasurer, reported a paid-up membership of about 1,200 and stated that the financial report for the past six months would be mailed soon.

Herbert Poole called attention to the \$6,000.00 line item budgeted for *NORTH CAROLINA LIBRARIES*. He reminded us that the journal now had \$3,000.00 annual income from advertisements and requested that we consider paying \$15.00 per manuscript for material used in the journal as of January 1974. After discussion of the matter, Neal Austin moved in support of the request. Gene Lanier seconded the motion. The motion carried.

Neal Austin was unable to attend ALA and had no report on the convention. However, he urged our attention to these items:

1. The Supreme Court Decision Concerning Sexually Oriented Materials;
2. The changes in chapter status of ALA Council representation; and
3. The possibility of planning for a resolution to be presented to the NCLA Convention on the Supreme Court Decision.

During the discussion of these matters Leonard Johnson presented a copy of the resolution concerning the Supreme Court Decision which he had secured at ALA. He suggested that both the Legislative Committee and the Intellectual Freedom Committee be provided with a copy for study. Since Ray Moore, Chairman of the Intellectual Freedom Committee, is staging an IFC workshop, a clarification of our position on the matter could be studied by this group. After further expression of concerned opinions, Gene Lanier moved that the Board ask the Intellectual Freedom

Committee to draft, during the workshop, a resolution on the Supreme Court Decision. This resolution, after presentation to and approval by the Executive Board, could be presented to the membership at the NCLA Convention. Ken Brown seconded the motion. The motion carried.

Leonard Johnson, representative to SELA, presented a brief report on SELA projects and activities.

Gene Lanier presented plans for the NCLA Convention. Since the information packets will be mailed to the membership by September 15, 1973, all information which any section wishes to be included in the packet must reach Richard Barker by August 15, 1973. We were reminded that the NCLA membership would vote on the constitutional change which would make the Section Chairmen members of the Executive Board.

Gail Ijames, JMRT Chairman, asked to raise JMRT section dues from 50¢ to \$1.00 per year. The section needed the money to secure a speaker for the convention and to carry out other projected convention plans. The Executive Board could not grant this change in dues. After much discussion of their position in the organization and their needs, Herbert Poole moved that JMRT be granted up to \$200.00 to defray the expenses of their section for the 1973 NCLA Convention. Ken Brown seconded the motion. The motion carried.

The President announced scholarship awards to the following: Linda Sharlene Galloway — QUERY-LONG SCHOLARSHIP; and Timothy L. Coggins — NCLA SCHOLARSHIP.

Grace Farrior, Chairman of the Honorary Membership Committee, had sent to the President a report submitting two names as the committee's choice for Honorary Membership: Hilda Highfill, of the Board of Higher Education and staunch supporter of libraries, and John F. Blair, publisher with a particular interest in North Carolina writers and North Carolina subjects. Lonnie Carey moved the acceptance of the slate. Eunice Query seconded the motion. The motion carried.

This Executive Board recommends that the new Executive Board consider finding some way of honoring retiring librarians.

Elizabeth Copeland presented to the Board the following report from the Nominating Committee, Pattie B. McIntyre, Chairman:

President	-----	Gene Lanier
Vice President	---	Annette Phinazee
2nd V. Pres.	---	Nancy Clark Fogarty
Secretary	-----	William Roberts
Treasurer	-----	Richard Barker
Director	-----	Dorothy Crawford
Director	-----	Ophelia M. Irving
ALA Rep.	-----	Florence Blakely
SELA Rep.	-----	Leonard Johnson

Marian Phillips, Chairman of the Membership Committee, presented plans for a brochure detailing the variety of opportunities in library work, the make-up of the North Carolina Library Association, and information concerning membership in NCLA. She proposed a 9" x 12" folded sheet and gave a price scale for printing as follows:

2,000 copies —

Printer setting the layout @ \$102.00
NCLA setting the layout @ \$ 64.00

5,000 copies —

Printer setting the layout @ \$146.00
NCLA setting the layout @ \$108.00

The committee suggested that the brochure be sent to: people who did not renew membership in NCLA, library schools, and the one hundred county administrators who oversee library or media personnel. Since JMRT had worked up a kit which would be a recruitment measure also, the President asked that both plans be considered before taking any action.

Gail Ijames asked for \$364.51 to underwrite: a JMRT Recruitment Workshop; publications about JMRT; postage; and a kit

containing slides, two cassette tapes, a carousel slide projector, a cassette recorder and microphone, and a shipping case. Information about the JMRT kit was to be sent to library directors and media service directors who would be asked to make it available to staff members. Neal Austin moved that JMRT be granted up to 364.51 for the proposed kit and the expenses Gail Ijames outlined in her presentation. Catherine Weir seconded the motion. The motion carried.

The Board turned again to the consideration of the brochure proposed by Marian Phillips. The Board felt that this brochure would be addressed to prospective members of any section of NCLA and should be developed as a publication of more permanency. Richard Barker moved that Mrs. Phillips and her committee develop the brochure in more detail, bring back to the Board the final copy, and secure other bids on the publication. Herbert Poole seconded the motion. The motion carried.

Eunice Drum, Resources and Technical Services Chairman, reported delight at the awarding of the Margaret Mann Citation for 1973 to Dr. Doralyn J. Hickey; success in securing Mr. Kennedy (formerly of Georgia Tech.) to head a panel for the NCLA Convention program; and section interest in the vote for section chairmen to be members of the Executive Board.

Herbert Poole reported on the success of three workshops sponsored by the College and University Section during the current biennium, and indicated that anticipated convention activities of the section would include sponsorship of an open bar and continuous film showings.

Eunice Query brought news of past NCLA President Mildred Council who is

working in Samoa and of Mel Busbin, former editor of *NORTH CAROLINA LIBRARIES*, who is to become the Chairman of Media Services at the University of North Dakota. She also raised the question of what had been done in memory of David Vaughan. This will be investigated since there were conflicting opinions.

There being no further business, Elizabeth Copeland adjourned the meeting.

Respectfully submitted:

Catherine Weir
Acting Secretary for
Gary Barefoot
Recording Secretary

Approved:

Elizabeth Copeland
President

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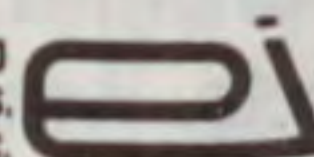


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East Carolina University

Department of Library Science

The entire summer schedule for both sessions was set up in three and four week workshops. Due to extended contracts and professional obligations of librarians in the state, it has become difficult for many of them to attend a full six weeks session. Librarians as well as regular students responded to this new arrangement of concentrated study quite well. The largest attendance was in two special workshops that are not regular courses. "Public Relations in Libraries" was available the first session with registrants compiling an annual public relations program for the library/media center in which they are employed or their organization of interest. Consultants from differing types of libraries contributed their ideas. "Organization of Media Collections" also had a very large enrollment the first session. The other special workshop "Bibliotherapy," was on the schedule for second session. Enrollees which included librarians, social workers, nurses, educators, recreation and physical educators compiled projects for use in prescribed reading, listening, and viewing.

Phillis B. Cartwright, Associate Librarian, American International University in Miami, conducted two workshops the latter part of the summer concerned with automation in libraries and advanced cataloging and classification. Students reacted very favorably to this visiting instructor's realistic and practical approach to problems in this area.

Joining the faculty in the fall quarter will be Ludi W. Johnson who comes to East Carolina from the University of Florida in Gainesville. She holds degrees from the University of the State of New York (Geneseo), the University of California at Los Angeles, and the University of Illinois. She will direct the courses in the curriculum involving school media work. Having had experience in military libraries, elementary and secondary school libraries, public, college and university libraries, she has been in library education for seven years. She will replace Lois T. Berry who is returning to Virginia to complete her retirement in that state. She has also been quite active in professional organizations in both Illinois and Florida. She has three children in college and one who will live with her in Greenville.

Recipients of teaching fellowships and research assistantships in the Department for the 1973-74 school year have been announced. Among those who will be in this capacity are Kay Scott Bullard, A.B., UNC-CH, of Fair Bluff; Lee R. McLaughlin, B.S., East Carolina, of Chambersburg, Pennsylvania and Camp Lejeune; Jody Leigh Mann, B.S., East Carolina, M.E., Virginia State College, of Colonial Heights, Virginia; and Talmadge Andrew Wall, B.S., Pembroke State University, of Wake Forest.

Major fall offerings in the Department at the graduate level will include "Media Collection Building," "Administration of School Media Programs," "Organization of Media Collections," "Field Work," "Gov-

ernment Publications," "Bibliography of the Social Sciences," "Supervision of Media Services," "Independent Study," "Educational Communications Methods and Materials," "Design of Multimedia Instructional Materials," and "Theory of Educational Communications." Many of these courses are offered in the late afternoon or at night making it possible for persons out in the field to continue their education or update themselves in various problem areas.

North Carolina Central University *School of Library Science*

The 1973 group of 24 graduates was the highest number since 1962 (25). It included eight who were the first to become Early Childhood Library Specialists, five with emphasis upon public library service; and eight who prepared to become academic librarians.

An Office of Education funded workshop to acquaint public librarians with the School's program of "Newer Materials, Methods, and Services for Young Children" was directed by Mrs. Tommie M. Young May 29-30. She was assisted by Mrs. Lillian White and Mrs. Evelyn Toole of NCCU. Miss Jane Wilson, Consultant for Children's Services, North Carolina State Library and Mrs. Lucile Thomas, Supervisor, John Steptoe, Early Childhood Library, Brooklyn, N. Y. were visiting lecturers. There were nineteen participants, eighteen from North Carolina.

A General Mills Foundation grant funded an "Institute in Uses of Newer Media in Child Development Programs" for paraprofessionals July 16-20. There were 25 participants and 12 observers. It was directed by Tommie M. Young, assisted by her staff, with the following visiting lecturers: Mrs. Bertha Parker Phillips, Coordinator, Children's Services, Atlanta Public Library; Ms. Faye Ross, Follow-Through Project, Atlanta Public Schools; Mrs. Ruth Woodson, Consultant, Kindergarten-Elementary Division, North Carolina State Department of Public Instruction.

An unrestricted, three-year grant of \$150,000 has been given to the School

by the Andrew W. Mellon Foundation. It is expected that the funds will be used for personnel and scholarships in 1973/74.

A grant of \$20,000 from the Xerox Corporation is being used to strengthen the practicum experiences of students in the Early Childhood Library Specialist Program. School and Durham Public Library representatives are cooperating to set up an early learning materials loan collection at the Stanford L. Warren Branch. The two staffs will also collaborate in developing a training kit.

Office of Education grants for 1973-74 are \$35,200 to support five students in the Early Childhood Library Specialist Program and \$29,998 to partially fund the African-American Materials Project. One recipient of an OE fellowship is Jennifer Smith, a 1973 NCCU graduate who won the Chancellor's Cup for having the highest cumulative average in her class.

Visiting summer faculty included David Jensen, Librarian, Greensboro College and Viola Lawrence, Librarian, Merrick-Moore School. Miriam Ricks, former Raleigh school librarian who earned an advanced certificate from the University of Denver as a Knapp Fellow in 1973, taught during the summer and will begin to direct the Early Childhood Library Specialists Program in the fall. Carol Hall, a 1973 M.L.S. graduate from Atlanta University, is now Assistant Director of the African-American Materials Project. Desretta McAllister, formerly on the staff at Morgan College; and P. Grady Morein, a doctoral candidate at Louisiana State University, joined the regular faculty. An advanced course in library management and planning is being added to the curriculum for the first semester.

The staff of the African-American Materials Project, with Geraldine Matthews as editor, has completed a list of Black Authors of Pre-1950 imprints.

Annette L. Phinazee testified at the hearing of the National Commission on Libraries and Information Science in Atlanta on March 7. A written statement had been submitted earlier. She read a paper at an Institute for Training Librarians for Special Black Collections and Archives at

Alabama State University on April 14, and she was Chairman of the planning committee and a Recorder for the ALA Intellectual Freedom Workshop held in Chicago April 16-17.

In July Dr. Phinazee gave two lectures on "Training of Paraprofessionals in Organizing Resource Materials" for an H.E.A. Institute for Training of Professional and Paraprofessional Library Media Specialists sponsored by the School of Library Media, Alabama A & M University.

North Carolina Central University's School of Library Science has received a grant of \$29,998 from the Bureau of Libraries and Learning Resources of the U. S. Office of Education. The grant is for completion of a six-state African-American Materials Project.

The grant is less than half that given the project in 1972-73. Additional funding will be sought.

The grant provides support only for the development of publishable manuscripts from data previously collected by librarians at six predominantly black universities. Support had been asked for further data collection.

Previous support by the Bureau of Libraries and Learning Resources, totaling \$127,944, had permitted the identification of a number of collections of books periodicals, and manuscripts by and about black Americans in the six-state area, which includes North Carolina, Georgia, Tennessee, Virginia, South Carolina, and Alabama.

Project members had hoped to continue to identify and locate these collections.

Instead, support was given only for the employment of the project's assistant director and library assistant, and of a three member advisory board, including an advisory editor, to compile the collected information in publishable form.

Dr. Phinazee reports: "The NCCU School of Library Science accepted the grant under these conditions, because it was considered to be even worse to discontinue this first cooperative effort to

identify and coordinate African-American materials.

"The headquarters director (Dr. Phinazee) and state coordinators will continue to contribute their services and collect as much data as possible. In the meantime, efforts are being made to obtain the additional funds from other sources."

State coordinators include Casper L. Jordan, Atlanta University; Mrs. Jessie C. Smith, Fisk University; Jason C. Grant III, Hampton Institute; Mrs. Sadie S. Hughley, North Carolina Central; Mrs. Lillie S. Walker, South Carolina State College; and Mrs. Annie G. King, Tuskegee Institute."

University of North Carolina at Chapel Hill

School of Library Science

Dean Edward G. Holley has been elected vice-president and president-elect of the American Library Association.

He will serve one year as vice-president, assuming the duties of president in 1974. Installation was June 25 at the ALA conference in Las Vegas.



Dr. Doralyn Hickey, Associate Professor of Library Science, has been awarded the Margaret Mann Citation in Cataloging and Classification of the American Library Association. Presentation of the Margaret Mann Citation was made in Las Vegas at the annual summer conference of the American Library Association. Dr. Hickey is the second professor from the University of North Carolina to win the Margaret Mann Citation. Dr. Susan Grey Akers, Dean Emerita, won the citation in 1956. In receiving this honor Dr. Hickey joins a group of distinguished librarians in the field of cataloging and classification who have received the award since its establishment in 1951.

The Margaret Mann Citation is awarded annually for outstanding professional achievement in cataloging or classification, either through publication of significant professional literature, participation in professional cataloging associations, or valuable contributions to practice in individual libraries.

The citation awarded to Dr. Hickey read:

The Margaret Mann Citation in Cataloging and Classification is awarded in 1973 to Doralyn J. Hickey for her many outstanding contributions in all aspects of the field. Her practical experience in cataloging, her many association activities, her ability as a consultant, her numerous, always penetrating publications, all combine to produce a dynamic and perceptive teacher in a difficult and most demanding part of our profession. By her enthusiastic teaching, Dr. Hickey has encouraged many of her students to become effective in the field of cataloging and classification, so that they, too, may make their own contributions.

Dr. Hickey joined the faculty of the School of Library Science in 1962. She has served on the staffs of Rice University and Duke University, and has taught in summer sessions at the University of Wisconsin and the University of Minnesota. Active in many professional associations, she is currently a member of the American Library Association's Committee on Accreditation, and has served most recently as Vice Chairman of the Decimal Classification Editorial Policy Committee. Author of a number of articles and book reviews, Dr. Hickey's book, *Problems in Organizing Library Collections*, was published by the Bowker Company last year.



Mary E. Kingsbury will join the faculty of the School of Library Science at the University of North Carolina at Chapel Hill for the fall term, 1973, as Assistant Professor of Library Science. Dr. Kingsbury

will teach classes in children's literature and the literature of the social sciences, and help with the development of programs for school librarians.

A native of Sioux City, Iowa, Miss Kingsbury holds a B.A. degree from Briar Cliff College, an M.A. in Library Science from Rosary, an M.Ed. from Oregon State University, and a Ph.D. degree from the University of Oregon. Her doctoral dissertation title is "The Transmission of Cultural Values through Children's Literature," and she has published articles in the *JOURNAL OF EDUCATION FOR LIBRARIANSHIP* and *LIBRARY JOURNAL*.

Professor Kingsbury has previously been a high school librarian in Nebraska and Oregon and most recently has taught at Portland State University and the School of Librarianship, University of Washington (Seattle). She holds membership in the American Library Association, the Oregon Library Association, and the American Association of University Professors.

The Board of Trustees approved a six-months' leave of absence for Dr. Raymond L. Carpenter, Jr., Associate Professor of Library Science, to accept a Fulbright-Hays Award. Professor Carpenter will spend the first six months of 1974 in Italy where he will be attached to the University of Rome. Professor Carpenter will survey existing and proposed library/information science programs of research and education, emphasizing services and centers for population-concerned agencies and urban planners. His study will be sociological in orientation, seeking to analyze the structure of the organizations and to aid in developing a systems model for such services.

Dr. Carpenter has been a faculty member at the School of Library Science of the University of North Carolina at Chapel Hill since 1959 and Associate Professor since 1968. He has held research contracts with NASA and the U. S. Office of Education and most recently has published articles dealing with personnel and salaries of public libraries.

Professor Fred Roper attended the annual meeting of the Medical Library Association

ation in Kansas City in early June. He is the new Chairman of the Continuing Education Committee of that organization.

In July Professor Roper gave a workshop to faculty members of Hampden-Sydney College, Hampden-Sydney, Va. He will participate in the Asian Conference for Population Librarians September 5-12, 1973 to be held in Bangkok, Thailand.

The School of Library Science will offer the following courses in the evening during the spring term of 1974. We invite applications from practicing librarians for limited space in these classes. Please contact Miss Jean Freeman, Assistant to the Dean, if you would like to attend.

Monday, 6:30-9:00 p.m.

L.S. 251 Advanced Cataloging and Classification.

Professor Hickey

Tuesday, 7:00-9:30 p.m.

L.S. 262 Library Resources and Collections.

Professor Orne

Wednesday, 7:00-9:30 p.m.

L.S. 341 Seminar in Public Library Administration. (The Public Library as an Information Center.)

Professor Shearer

L.S. 342 Seminar in Academic Library Administration.

Dean Holley

Thursday, 7:00-9:30 p.m.

L.S. 204 International and Foreign Librarianship.

Professor London

Also a possibility for those desiring continuing education are the following classes in the late afternoon:

Mon.-Wed.-Fri., 3:00-3:50 p.m.

L.S. 232 Scientific Management of Libraries.

Professor Dillon

L.S. 345 Seminar in Fine Arts Librarianship.

Professor Gambee

Tues.-Thurs., 3:30-4:45 p.m.

L.S. 347 Seminar in Theological Librarianship.

Professor Hickey

L.S. 348 Seminar in Medical Librarianship.
Professor Roper

Dr. Mattie Russell will again offer L.S. 344, Administration of Archives and Manuscript Collections, at 8:00-9:15 a.m. on Tuesdays and Thursdays.

University of North Carolina at Greensboro

Library Education/Instructional Media Program

On June 15, 1973, the Library Education/Instructional Media Program, School of Education, received a grant award in the amount of \$35,200 to support five (5) master's level fellowships for education in librarianship for the 1973-74 academic year plus one term of the 1974 Summer Session.

The fellowships, designed to prepare recipients for leadership roles in school library/media service at the individual school or school district level, will support full-time study leading to the master's (M.Ed.) degree with concentration in Library Education.

Tuition and fees for fellowship recipients will be paid by the University, and each fellow will receive a stipend of \$3,000, plus a dependency allowance of \$600 for each eligible dependent.

Information releases and application materials, distributed nationwide following the notification of the award on June 15, resulted in the receipt (by the deadline of July 27) of applications from 52 applicants representing 11 states, the District of Columbia, and the Virgin Islands. All applications were reviewed by a panel composed of the faculty members in the Library Education/Instructional Media Program and representatives of cooperating agencies, including the Division of Educational Media, State Department of Public Instruction, and the Media Services Department, Greensboro Public Schools.

Priority for fellowship awards was based on the following factors:

Eligibility for admission to the Graduate School in the master's degree program

Promise of sustained contribution to the profession

Demonstrated interest in education and/or school library/media service

Evidence of commitment to library/media service to disadvantaged children and youth

Membership in a minority group, with preference given to Black applicants

The five fellowship recipients selected for 1973-74 are:

Miss Marilyn Sue Locklear, Maxton, North Carolina. B.S., Pembroke State University, 1973 (Elementary Education)

Miss Nolia L. Milligan, Frederiksted, St. Croix, Virgin Islands. B.S., Catholic University of Puerto Rico, 1969 (Mathematics). Further study, Teachers College, Columbia University (summer, 1971). Experience: Mathematics teacher, junior high school.

Mr. Madison M. Mosley, Jr., Leesburg, Florida. B.A., Florida State University, 1971 (Library Science, English). Experience: School librarian.

Miss Nancy D. Owens, Columbia, North Carolina. B.S., North Carolina A & T State University, 1970 (Political Science). Further study, UNC at Greensboro (summers, 1972, 1973). Experience: Social studies teacher.

Mrs. Gladys M. Shannon, Fayetteville and Greensboro, North Carolina. B.A., Bennett College, 1948 (English). Further study: University of Colorado, Colorado College, other Experience: Supervisory librarian, U. S. Civil Service.

Special national priorities to be emphasized in the fellowship program for 1973-74 will include the design and implementation of library/media service to disadvantaged children and youth. Each fellow's program will be planned in terms of the degree requirements, the fellow's previous preparation and experience, and his/her professional goals. Guided field experience will be provided throughout the program, along with seminars with participation by representatives of school and public library service, community agencies

serving the disadvantaged, university and state education agency personnel, and other resource persons.

Program director for the Fellowships for Education in Librarianship, 1973-74, is Mrs. Mary Frances K. Johnson, Associate Professor and Chairman, Library Education/Instructional Media Program, School of Education, University of North Carolina at Greensboro.

The University of North Carolina at Greensboro is one of 28 universities receiving fellowship awards for 1973-74 to support master's study in Education for Librarianship.

Grant source: Title II-B, Higher Education Act of 1965, P.L. 89-329, as amended

Funding agency: Bureau of Libraries and Learning Resources, Office of Education, U. S. Department of Health, Education, and Welfare.

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Library Roundup

Documents Librarians Organize

Documents librarians in North Carolina are in the process of forming an organization geared to their needs.

Over forty-five librarians from all over the state met in Chapel Hill on March 23. Those attending heard Angell Beza discuss the Census tapes for population statistics, Fred Roper's remarks on selection for small depository libraries, a brief talk by Clifton Brock on the Advisory Committee on Depository Libraries, and a discussion of the record-keeping systems at four major universities in the state.

In the afternoon session, it was unanimously agreed by those present that a formal documents association should be organized. A committee was formed to draw up a constitution and by-laws. A steering committee was also selected. Members of these committees met at NCSU on April 13. The following topics were discussed and will be presented for approval at the next full meeting of document librarians in the early Fall: the constitution and by-laws, affiliation, and membership. The committees will meet again in July to decide on the organization's name, nominate a slate of officers and formulate a program for the Fall meeting. Additional information about the group is obtainable from Suzi S. Rose, Documents Department, D. H. Hill Library, P. O. Box 5007, North Carolina State University, Raleigh, NC 27607.

Former Georgia Tech Data Processing Librarian to Speak to Resources and Technical Services Section

Mr. JOHN P. KENNEDY, formerly Data Processing Librarian of Georgia Institute of Technology, will be featured speaker at the Resources and Technical Services Section luncheon, of NCLA to be held at 12:00 noon on Friday, November 2, 1973. Reservations are required, and tickets may be purchased when pre-registering for the Convention.

Mr. Kennedy holds a B.A. degree from Erskin College, an M.A. from Emory University in Philosophy, and his M.S. in Library Science from the University of Illinois. Mr. Kennedy was data processing librarian at Georgia Tech from 1965 until June, 1973. Before joining the staff of Georgia Tech, he was connected with Hampton-Sidney College and the University of Illinois.

Having worked two years in the development of SOLINET, Mr. Kennedy is eminently qualified to speak to North Carolina librarians on this development which will affect hundreds of librarians in the state, as well as the other Southeastern States. The subject of the speaker will be "SOLINET: Its Implications for North Carolina."

A canoe enthusiast, Mr. Kennedy was engaged in the filming of *Deliverance*, and has recently changed his librarian's profession for the position of full-time co-owner of the Nantahala Outdoor Center,

of Bryson City, N. C., which specializes in trips on the Appalachian Trail and the Nantahala River.

Scholarships

Two prospective librarians will share scholarships awarded by the North Carolina Library Association this year. The Memorial Scholarship for \$1000 was given to TIMOTHY LASSITER COGGINS of Conway. A graduate of North Carolina Wesleyan College he plans to enter Simmons College in Boston, Massachusetts. The Query-Long Scholarship for \$500 was awarded to LINDA SHARLENE ALLEY GALLOWAY of Greensboro. She is an undergraduate of the University of North Carolina at Greensboro and plans to do her graduate work there.

The two scholarships are awarded each year to deserving students who plan to enter the Library profession.

NCLA

Constitution and By-Laws Changes To Be Voted During Conference

Article V, Executive Board

1. Personnel. The officers of the Association, the past President, two Directors elected by the Association at large, and the representative of the Association to the ALA Council shall constitute the Executive Board.

Changed to read:

1. Personnel. The officers of the Association, the past President, two Directors elected by the Association at large, the representative of the Association to the ALA Council, and the Chairman of each section shall constitute an Executive Board.

Article III. Membership (By-Laws)

2. The Association shall allot to the Sections one dollar from the annual dues of the individual and institutional members according to the Section chosen by the members when dues are paid. Each member is entitled to the choice of one Section, and becomes a member of that Section upon stating the choice.

Changed to read:

2. The Association shall allot to the Sections two dollars per biennium from the annual dues to individual and institutional members according to the Section chosen by the members when dues are paid. Each member is entitled to the choice of

one Section and becomes a member of that Section upon stating choice.

3. Association members may be members of additional Sections by paying additional Section dues of one dollar for each Section to the Association and designating the Sections.

Change to read:

3. Association members may be members of additional Sections by paying additional dues of two dollars per biennium for each Section to the Association and designating the Sections.

New Officers To Be Installed At November Conference

President ----- GENE D. LANIER
Vice-President and President-Elect ----- ANNETTE L. PHINAZEE
2nd Vice-President -- NANCY CLARK FOGARTY
Secretary ----- WILLIAM ROBERTS
Treasurer ----- RICHARD BARKER
Director ----- DOROTHY R. CRAWFORD
Director ----- OPHELIA M. IRVING
ALA Council ----- FLORENCE BLAKELEY

General Assembly Changes Public Library Certification Board

The 1973 General Assembly of North Carolina ratified House Bill 1127 which created the Public Librarian Certification Commission of the Department of Cultural Resources (Sec. 49). Effective July 1, 1973 it replaced the North Carolina Public Library Certification Board and will serve substantially the same functions as its predecessor.

Membership of the Commission will consist of "(1) the chairman of the North Carolina Association of Library Trustees, (2) the chairman of the Public Libraries Section of the North Carolina Library Association, (3) an individual named by the Governor upon nomination of the North Carolina Library Association, (4) the dean of a state or regionally accredited graduate school of librarianship in North Carolina appointed by the governor, and (5) one member at large appointed by the Governor."

Open Forum On LTA To Be Held

The Committee on Education for Librarianship is sponsoring an open forum on the Library Technical Assistant at the N.C.L.A. meeting this fall. Miss Carol Andrews, Assistant Director of the Division of Libraries, Learning Laboratories and Resources of the Department of Community Colleges of the North Carolina State Board of Education will introduce a panel of three representatives of the state's Library Technical Assistant programs who will describe their work.

Dr. Annette L. Phinazee, Dean of the School of Library Science of North Carolina Central University will introduce a reactor panel of three representatives of the state's library schools who will comment on the LTA programs and their relationship to the library schools. Ample time will be allowed for discussion from the floor.



Dr. JAMES F. GOVAN has been appointed Librarian of the UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL LIBRARY. Dr. Govan is a graduate of the University of the South, Sewanee, Tennessee, received his Masters in Library Science from Emory University and a Ph.D. in History from Johns Hopkins University. From 1965 until the present Dr. Govan has been

Librarian at Swarthmore College, Pennsylvania. Prior to that he served as Public Service Librarian at the University of Alabama and Librarian and Professor of History at Trinity College, San Antonio, Texas. He has been active in library associations and is a member of Beta Phi Mu and Phi Beta Kappa. Dr. Govan began his work at Chapel Hill on August 15th.

WILLIAM S. POWELL, CURATOR OF THE NORTH CAROLINA COLLECTION IN THE UNIVERSITY OF NORTH CAROLINA LIBRARY since 1958, has resigned to assume full time teaching in the DEPARTMENT OF HISTORY AT CHAPEL HILL. He came to the North Carolina Collection in 1951 as Assistant Librarian after a year in the Rare Book Room at Yale as Reference Assistant and three years as Researcher at the North Carolina Department of Archives and History. He is an alumnus of the University, with graduate degrees in library science and history.

Mr. Powell was editor of *NORTH CAROLINA LIBRARIES* in 1958-59 and has contributed a North Carolina book review section to this journal since 1958. He has been an officer or committee member of the NCLA many times, and was a member of the ALA Council in 1968-71. He has been active in historical organizations also, including the North Carolina Society of County and Local Historians, the Historical Society of North Carolina, the Roanoke Island Historical Association, and the Chapel Hill Historical Society. He served on the Carolina Charter Tercentenary Commission in 1960-63. He has been a member of the *NORTH CAROLINA HISTORICAL REVIEW* editorial board since 1962 and has served on the Board of Governors of the University of North Carolina Press since 1960.

He is the author or editor of numerous books, including, in recent years, *The North Carolina Gazetteer*; *The North Carolina Colony*; *Higher Education in North Carolina*; *The Regulators in North Carolina: A Documentary History*; and *The First State University, a Pictorial History*. He has also written many pamphlets and articles, in-

cluding an annual "North Carolina Bibliography" in the *NORTH CAROLINA HISTORICAL REVIEW*. He is presently compiling the *Dictionary of North Carolina Biography* and is collaborating with Prof. Hugh Lefler on a history of colonial North Carolina.

Miss LOUISE HALL, while ACTING LIBRARIAN OF THE UNIVERSITY OF NORTH CAROLINA LIBRARY, appointed a Search Committee to seek candidates and make recommendations for a successor to Mr. William S. Powell, who recently resigned as Curator of the North Carolina Collection. Members of the Committee are Mrs. Jane Bahnsen (North Carolina Collection), Chairman, Miss Rebecca Ballentine (Institute of Government Library), Mrs. Louise Hawkins (Business Administration/Social Sciences), Professor Don Higginbotham (Department of History), Mr. William Kurylo (Catalog Department), Mrs. Pattie McIntyre (Humanities Division), and Mr. Michael Martin (Manuscripts Division). The Committee welcomes suggestions and nominations.

Mrs. MICHELLE MacCAUGHELTY has accepted the position as HEAD OF INTER-LIBRARY LOANS AND THE NORTH CAROLINA UNION CATALOGUE at UNC-CHAPEL HILL. Prior to her appointment, Mrs. MacCaughelty served as Reference Librarian of the Central North Carolina Regional Library in Burlington.

Broadway actress EUGENIA RAWLS and her husband, lawyer-producer DONALD SEAWELL, have recently donated their papers to the UNC-CHAPEL HILL LIBRARY'S MANUSCRIPT DEPARTMENT. These papers document the Seawells' careers in the theatre and treat their long association with such theatrical lights as Tallulah Bankhead, Lynn Fontanne, Alfred Lunt, and Noel Coward. Miss Rawls is a native of Dublin, Georgia and a former Carolina Playmaker. She has been acclaimed, most recently, for her one-act interpretations of Fanny Kemble and Tallulah Bankhead. Mr. Seawell is a North Carolinian by birth, the son of former North Carolina Supreme Court Justice A.

A. F. Seawell and the brother of Chapel Hillian Malcolm Seawell. He is currently the President and Chairman of the Board of *The Denver Post*.

RALPH E. RUSSELL, newly appointed DIRECTOR OF LIBRARY SERVICES AT EAST CAROLINA UNIVERSITY, received his Ph.D. in Library Science from Florida State University in June. Dr. Russell began work on July 1st.

Mrs. LLOYD (CINDY) PENDERGRAFT began work July 1st as Head of the Serials Department at the DAVIDSON COLLEGE LIBRARY. Mrs. Pendergraft came to Davidson after several years as Head of Interlibrary Loans and the North Carolina Union Catalogue at UNC-Chapel Hill.

DAVID RON JOHNSON is the new acquisitions librarian at UNC-Wilmington. A native of Evergreen, N. C., he received an A.B. from East Carolina and M.L.S. from Peabody in Tennessee.

The COASTAL PLAINS CENTER FOR MARINE DEVELOPMENT SERVICES announces publication of *Marine Literature, Serial Publications in Libraries of the Coastal Plains Region, Part II, North Carolina*. The list was prepared to help North Carolinians find the information they need in the scientific and technical literature held by their libraries. It is the second part of *Marine Literature: Serial Publications in Libraries of the Coastal Plains Region* (c1972). The first part covered marine and related literature in South Carolina libraries. Copies may be obtained from the Coastal Plains Center for Marine Development Services, 1518 Harbour Drive, Wilmington, North Carolina 28401.

JAYNE ANN KRENTZ is the new editor of *The Link* at the Perkins Library, DUKE UNIVERSITY.

Dr. MATTIE RUSSELL, CURATOR OF MANUSCRIPTS at Perkins Library, DUKE UNIVERSITY, celebrated her 25th year on June 2nd. She was honored with a sur-

prise party by members and former members of her staff in the Manuscript Department.

AVINASH MAHESHWARY, SOUTH ASIAN LIBRARIAN at DUKE UNIVERSITY, was awarded a fellowship from the Council on Library Resources for the year 1973-1974. He will be visiting various U. S. libraries to survey their holdings of official publications of the developing countries of South Asia.

LARRY KLINE of the Cataloguing Department of DUKE UNIVERSITY delivered a paper to a meeting of the World Methodist Historical Society on July 18th at Wesley College, Westbury-on-Trym in Bristol, England.

NANCY PATTERSON, catalogue librarian at EAST CAROLINA UNIVERSITY, won first place in the Charlotte Writers' Club Annual Writers' Contest. She won the award for *Megasaurus*, a short story.

Mr. WENDELL W. SMILEY retired as Director of Library Services at EAST CAROLINA UNIVERSITY, on June 30th. A portrait of Mr. Smiley was presented to the library by the staff of the library and his family.

WILLIAM TYDEMAN has been appointed librarian at MARS HILL COLLEGE effective June 1st. Tydeman received his MLS from Florida State University and succeeds Dr. James F. Wyatt who resigned to become Dean of Libraries at the University of Alabama in Tuscaloosa.

LELAND PARK, on leave from DAVIDSON COLLEGE LIBRARY, received the Advanced Masters degree from Florida State University in June. He was also inducted into Beta Phi Mu.

Dr. MARY BEATY has been appointed Reference Coordinator for Independent Studies at the DAVIDSON COLLEGE LIBRARY.

Formerly professor of classics at the University of Richmond, Dr. Beaty will work to coordinate reference and research services of the library with the faculty and student. The position is funded by a matching grant from the Council on Library Resources, Inc.

The Wilson Library at the University of North Carolina/Chapel Hill, is now sending a record of its microfilm masters to the NATIONAL REGISTER OF MICROFILM MASTERS at the Library of Congress. The collection is of many of the rare books, etc. which are in the library's collection.

The CUMBERLAND COUNTY PUBLIC LIBRARY announces the appointment of Miss DEBORAH L. WRIGHT as Reader Advisor in charge of Young Adult Services. Miss Wright has a B.S. Degree in English from the University of South Carolina and a MSLS Degree in Library Science from the University of North Carolina at Chapel Hill.

JUST CHECKING IT OUT

A new patron of the Cincinnati Public Library was astounded at the vast supply of freely lent material. He stood in the record department, gazing around and gripping his card.

"You mean," he said, "with this card I can take out any record I want?"

Assured of this, he went on, "And I can take out any color film you have?"

Another assurance didn't stop the dazzled patron, who persisted, "With this card can I take out any librarian?"

Here the young lady at the record desk sweetly informed him, "The librarians, sir, are for reference only."

— Cincinnati Inquirer

SERENA BURKE, a graduate of the Library School of the University of North Carolina, has been appointed Bibliographer, Perkins Library, DUKE UNIVERSITY.

LAWRENCE KLINE, a graduate of Drew University with B.A. and B.D. degrees, of Rutgers Graduate Library School with an M.L.S., and N.Y.U. with an M.A. has been appointed Subject Cataloger, Perkins Library, DUKE UNIVERSITY.

SUSAN H. BRINN, a graduate of the University of North Carolina School of Library Science, has been appointed Reference Librarian, Perkins Library, DUKE UNIVERSITY.

ROBERTA ENGLEMAN, a graduate of the University of North Carolina School of Library Science, has been appointed Subject Cataloger, Perkins Library, DUKE UNIVERSITY.

JOE REES, Engineering Librarian, DUKE UNIVERSITY, has transferred to the staff of Perkins Library, Duke University, as Reference Librarian.

ALICE WILSON, a graduate of the University of North Carolina School of Library Science, has been appointed Librarian, SCHOOL OF ENGINEERING, DUKE UNIVERSITY.

Dr. JOHN L. SHARPE III, Curator of Rare Books, DUKE UNIVERSITY, has received a YOUNGER HUMANIST FELLOWSHIP OF THE NATIONAL ENDOWMENT FOR THE HUMANITIES and will be on leave for a year studying nineteenth century book design in Cambridge, England.

DAMON HICKEY, a graduate of Rice University and the Princeton Theological Seminary, will serve as Acting Curator during Sharpe's absence.

BINFORD H. CONLEY, presently an Assistant Professor of Library Service at Rutgers University, has been appointed to the position of Director of Library Services at NORTH CAROLINA AGRICULTURAL AND TECHNICAL UNIVERSITY, effective October 1, 1973. Mr. Conley is currently completing doctoral studies at Rutgers

where he has been both student and teacher since 1970. A graduate of Morehouse College in Atlanta, and Atlanta University, he has served as Assistant Librarian at Atlanta University, College Librarian at South Carolina State College in Orangeburg, Summer Faculty at the University of Alabama in Huntsville, and University Librarian at Alabama Agricultural and Mechanical University.

Dr. BERNARD C. RUSSELL, has just ended seven years as director of library services at PFEIFFER COLLEGE. He returns to full time teaching duties as Professor of Philosophy and Religion and as head of the Department of Religion.

Pfeiffer College President Douglas Reid Sasser praised him, saying "Under Dr. Russell's leadership, the library at Pfeiffer has grown in significant ways. Dr. Russell directed the move from the over-crowded Delight and Garfield Merner Library to our new five level Gustavus Adolphus Pfeiffer Library building in 1967. Under his direction, there followed six years of enrichment and expansion of library holdings, staff and services. Perhaps one of Dr. Russell's most important contributions has been his direction in enriching holdings of works especially appropriate for the academic program at Pfeiffer. His rich educational background and scholarly attainments provided him with an exceptional framework in which to proceed in this area. We at Pfeiffer are most grateful for his seven years of service. Likewise, we are pleased to welcome him back to the classroom which has always been his first love."

Dr. Russell is being succeeded by NORMAN B. WILSON as director of the library. Prof. Wilson joined the Pfeiffer library in 1970 as assistant director and holds degrees from Appalachian State University.

Holly Testifies for Federal Library Support

Dr. Edward G. Holly, Dean of the Library School at Chapel Hill, testified July 25, 1973 before the Subcommittee on Education of the Senate Committee on Labor and Public Welfare in support of S. 1539,

Elementary and Secondary Education Amendments of 1973.

Testifying on behalf of A.L.A. for which he is the new president-elect, Dr. Holley cited a recent U. S. Office of Education survey which shows an acute need for library materials exists in school districts throughout the nation. He argued that school libraries "as an integral part of the instructional program . . . cannot be viewed as providing only 'supporting' services," and therefore should not be consigned to the supporting materials and services category of the administration's special education revenue sharing proposal.

Dr. Holley also spoke in support of continuing Title II-A of the Higher Education Act of 1965 in its original intent (basic \$5,000 grants to all accredited institutions) and Title II-B of the same act (library science fellowships). Other portions of the bill supported by Dean Holley's testimony included the need to improve the collection and dissemination of educational statistics; the need for a national, federal policy on education; and federal assistance for library cooperation.

The previous day Dr. Holley spoke to the committee endorsing Senate Joint Resolution 40 calling for a White House Conference on Library Information Services. Holley said in part ". . . There seems to be a lack of understanding of or appreciation for the importance of libraries in our democratic society. . . . For what librarians need now most of all is not pious rhetoric about the importance of books and reading, but as you have suggested, Mr. Chairman, a concerted effort, with federal support for state and local activities designed to further their development and improve their service."

Dictionary of North Carolina Biography Being Compiled

A reference work which promises to be of lasting value to those interested in North Carolina is now being compiled under the direction of WILLIAM S. POWELL, professor of history at the University of North Carolina at Chapel Hill. With the assistance of members of the Historical

Society of North Carolina, a number of librarians, and other interested persons, a list of names of several thousand North Carolinians from all walks of life has been compiled. Certain categories have been routinely included such as governors, senators, and cabinet officers; also included are many early explorers, authors of distinction, leaders in education, law, religion, business, and other categories. A special effort has been made to see that outstanding women and members of the minority races are included. No living person will be included, however.

With the *Dictionary of American Biography* as a model, plans have been laid for the preparation of concise, factual biographies of these people. To date around three hundred people have consented to write sketches of more than 1,500 of those listed. Several hundred names from the list still remain to be assigned to authors. Mr. Powell is seeking the names of potential authors of sketches which will range from 500 to 2,000 words. He requests any member of the North Carolina Library Association, or practicing or retired librarians who are willing to assist, to write him of their interest. He would be especially pleased to have the names of those willing to undertake to write five or more sketches of subjects which will be assigned. Many remaining to be written were congressmen, governors, etc., for whom basic information is readily available. He may be addressed at the Department of History, University of North Carolina, Chapel Hill, N. C. 27514.

A preliminary study suggests that this work will be complete in seven or eight volumes, and the University of North Carolina Press has expressed an interest in its publication if funds to subsidize a portion of the costs are available. At one time the North Carolina American Revolution Bicentennial Commission voted to allocate \$25,000 for this purpose, but following a change in administration of the Commission it appears that this will no longer be available. Mr. Powell, however, remains optimistic that the project will materialize as planned.

Genealogy Survey

The Genealogy Section of the Office of State Library has taken some steps toward a more active role in serving persons engaged in genealogical research. Six-day a week service was begun in September 1972. A statement on the Section: Its Services and Collections is now available on request. The June 1973 Acquisitions List will include a supplementary list of Genealogical Acquisitions, July 1972-June 1973. Beginning with the July 1973 issue, genealogical items will be carried in the regular Acquisitions List. This does NOT mean that genealogical materials will be circulated; it will permit interested persons to know what is being received.

It is our impression that there is a distinct upsurge of genealogical interest and activity. Evidence exists in the formation or reactivation of local societies and in their issuance of new publications. We need to know if this is a State-wide development, and you are the persons most aware of these trends. Please fill in the form below and return to: Mrs. Lois S. Neal, Genealogy Section, Office of State Library, 109 East Jones Street, Raleigh, North Carolina 27611.

1. Are you aware of increasing interest in genealogy in your area?
2. Is there a local genealogical society? _____ Please give organization:

Title _____

Mailing address _____

3. Is there a local genealogical publication? _____ Please give its

Title _____

Address _____

4. Do you think it likely that groups would send representatives to an informal session of the Tour-Talk-Work type? _____

Be willing to come to Raleigh? _____ To stay overnight? _____

5. Would you be willing to help us publicize such a meeting? _____

YOUR LIBRARY: _____

Date: _____

Professional Vacancies

ASSISTANT LIBRARIAN — WAYNE COUNTY

Wanted: bright, imaginative, creative, individual to do publicity and public relations along with library duties. Position available immediately. MSLS required. Salary negotiable. Contact Glenn Musser, Jr., Wayne County Public Library, 204 West Chestnut Street, Goldsboro, North Carolina 27530.

AUDIOVISUAL COORDINATOR — DAVIDSON COUNTY COMMUNITY COLLEGE

Vacancy July 1 for audiovisual coordinator. Duties include ordering, maintaining and supervising a growing audiovisual department in the Learning Resources Center. 35 hours work week, 12 month contract, sick leave, vacation, salary competitive. For further information contact: John B. Thomas, Director, Learning Resources Center, Davidson County Community College, P. O. Box 1287, Lexington, North Carolina 27292.

BRANCH LIBRARIAN — ROCKINGHAM COUNTY

Position now available as branch librarian in Eden, North Carolina. Individual will be responsible for supervising the Eden Branch Library, which serves as headquarters for the system, and the Draper branch. A new library building is currently being planned in Eden. Salary negotiable. Write Mrs. Martha Harris Davis, Director, Rockingham County Library, 527 Boone Road, Eden, North Carolina 27288. Telephone collect: 919 627-1106 or 919 349-8135.

COUNTY DIRECTOR — HALIFAX COUNTY

The Halifax County Library needs a director. Must be certified. Salary according to North Carolina State Library pay schedule. Contact Mrs. L. C. Marshall, Library Board Chairman, Box 216, Enfield, North Carolina 27823.

HEAD LIBRARIAN — CABARRUS COUNTY

The Concord Public Library, Concord, N. C. has an opening for a head librarian with library degree. Salary to be determined by qualifications. Work will begin July 1, 1973. Send resume to Mr. Carl Furr, Chairman, Library Board of Trustees, Box 722, Concord, North Carolina 28025.

HEAD LIBRARIAN — SAINT MARY'S JUNIOR COLLEGE

Librarian with MSLS from an ALA approved library school and administrative experience for a junior college library containing 23,000 volumes. Duties will include work in the areas of reference, circulation, and some technical services as well as supervision of two full-time staff members and student help. Familiarity with budgetary and financial matters desirable. Beginning salary \$9200 for equivalent of 10 months work. Attractive new library and pleasant working conditions. For further information contact either Professor John U. Tate, Jr., Chairman of the Library Committee, or Miss Sarah Seagle, Acting Head Librarian, at Saint Mary's Junior College, 900 Hillsborough Street, Raleigh, North Carolina 27611.

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TENTATIVE PROGRAM

North Carolina Library Association

Biennial Conference

October 31 - November 3, 1973

Benton Convention Center

Winston-Salem, North Carolina



THEME: THE AUTHOR'S CRAFT

Tentative Program

Wednesday, October 31, 1973

9:00 A.M. - 9:00 P.M. ----- Intellectual Freedom Workshop
(Pre-registration Necessary)

Forsyth County Public Library, 660 W. Fifth St.

Sponsored by Intellectual Freedom Committee
Mrs. Ray N. Moore, Chairman

9:00 A.M. - 9:30 A.M. ----- Coffee

9:30 A.M. - 11:30 A.M. ----- Session I

Introduction: General Purposes of Workshop

Mrs. Ray N. Moore

The Case: What Really Happened in Buncombe County?

Mr. A. A. Whitman

Question and Answer Period

12:00 Noon - 2:30 P.M. ----- Session II

Luncheon

Speaker: Mr. Alex P. Allain, Jeanerette, Louisiana

Topic: "What is the Law?"

3:00 P.M. - 5:00 P.M. ----- Session III

Censorship: Preparing a Positive Response

Mr. Neal Austin

Buzz Sessions

Discussion with Consultants

3:30 P.M. - 8:30 P.M. ----- Conference Registration
Benton Convention Center

5:00 P.M. - 6:00 P.M. ----- Cocktail Hour

6:00 P.M. - 9:00 P.M. ----- Dinner

7:00 P.M. - 9:00 P.M. ----- Executive Board Dinner Meeting
Old and New Boards

Presiding: Miss Elizabeth Copeland, President

Thursday, November 1, 1973

NOTE: All Section and Committee Meetings are Open to Persons Registered for the Conference.

8:30 A.M. - 8:00 P.M. ----- Conference Registration
Benton Convention Center

9:30 A.M. ----- Exhibit Hall

Formal Opening of Exhibits

Presiding: Miss Elizabeth Copeland, President

Mr. Carlton West, Chairman of Exhibits

10:00 A.M. ----- First General Session

Presiding: Miss Elizabeth Copeland, President

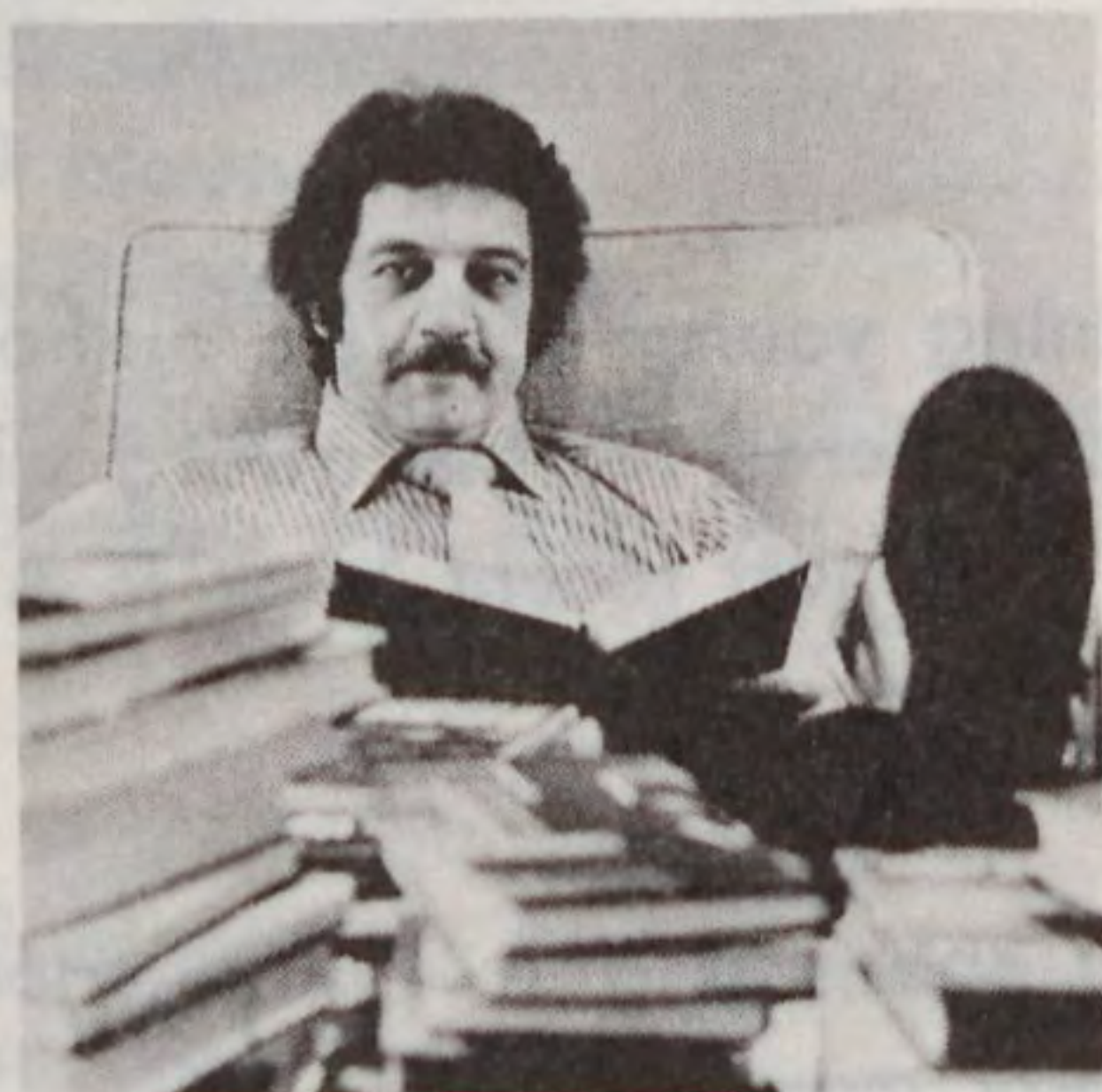
Welcome: Dr. Franklin R. Shirley, Mayor of Winston-Salem

Introduction of Speaker: Dr. Annette L. Phinazee, Dean

School of Library Science

North Carolina Central University

Speaker: Mr. Christopher Lehmann-Haupt



Senior Daily Book Reviewer for the New York Times, he is known to a wide reading audience for his incisive, witty critiques of good, bad, and indifferent books. He has also freelanced for Life, The Village Voice, The Commonwealth, and the Daily Times and has a weekly talk show on WQXR-Radio as well as contributing occasional columns to Creative Living. His topic will be "Strategies of Reviewmanship." Other than writing, he has been an English teacher, actor, camp counselor and director, truck driver, and Good Humor man.

12:00 Noon ----- Junior Members Roundtable

Luncheon Meeting

Presiding: Mrs. Gail Ijames, Chairman

Speaker: Mr. Dick Ellis, Public Relations Director, N. C. Department of Cultural Resources



"Public Relations for Libraries"

This section is also sponsoring a Library Promotion Kit presentation at the Second General Session which can be used by librarians around the state. Another section meeting will be held on Friday at 3:00 P.M.

12:00 Noon ----- Library Trustee Section

Luncheon Meeting

Presiding: Mr. Lonnie Carey, Chairman

Speaker: To be announced

1:00 P.M. - 1:30 P.M. ----- Governmental Relations Committee

Report to Trustees Section and Public Libraries Section

Presiding: Mr. H. William O'Shea, Chairman

2:00 P.M. ----- Committee on Education for Librarianship

Open Forum Meeting

Presiding: Dr. Budd Gambee, Chairman

"The Library Technical Assistant Program and Its Relationship to Library Schools"

4:00 P.M. ----- Junior College Section

Organizational Meeting

Presiding: Miss Phoebe Oplinger, Acting Chairman

7:30 P.M. ----- Public Libraries Section

Presiding: Miss Kathleen Gilleland, Chairman

Film: "Children's Services in North Carolina Libraries"

Children's Service Committee

Speaker: Madeleine L'Engle



Noted and entertaining young people's author. She is probably best remembered for her award winning, *A Wrinkle in Time*. Her most recent book is *A Wind in the Door*.

This Section is also sponsoring a Coffee Hour for Miss L'Engle on Friday morning.

9:30 P.M. ----- Reception Given by Forsyth County Library

660 West Fifth Street

William H. Roberts, Director

Friday, November 2, 1973

NOTE: All Section and Committee Meetings are Open to Persons Registered for the Conference.

8:30 A.M. - 8:00 P.M. ----- Conference Registration

Benton Convention Center

8:30 A.M. ----- Beta Phi Mu

Breakfast Meeting

Presiding: Mrs. Lois McGirt, President

Speaker: Dr. John H. Long

Professor of English, Greensboro College

An internationally known Shakespeare scholar, Dr. Long will speak on Shakespeare's use of music.

9:00 A.M. - 9:45 A.M. ----- Informal Coffee for Miss Madeleine L'Engle

Sponsored by Public Libraries Section

10:00 A.M. ----- Second General Session

Presiding: Miss Elizabeth Copeland, President

Introduction of Speaker: Miss Jane Wilson

Consultant, Children's Services

North Carolina State Library



Speaker: Mrs. Grace Rohrer

Secretary for Art, Culture and History

State of North Carolina

Library Promotion Kit Slide Presentation

Junior Members Roundtable

12:00 Noon ----- N. C. Association of School Librarians

Luncheon Meeting

Presiding: Mr. Bernie M. Sheffield, Chairman

Speaker: Ms. Ann Durrell

Editor and Director for children's books

E. P. Dutton Company

12:00 Noon ----- Resources and Technical Services

Luncheon Meeting

Presiding: Mrs. Eunice P. Drum, Chairman

Speaker: John P. Kennedy

Former Head of the Data Processing Department,

Price Gilbert Memorial Library, Georgia Institute of Technology

His topic will be "SOLINET."

2:00 P.M. ----- College and University Section

Presiding: Mr. Herbert Poole, Chairman

Speaker: Dr. Elmer Oettinger

Assistant Director

N. C. Institute of Government

Topic: Librarians and Copyright

NOTE: This Section is also sponsoring during the Conference a Continuous Film Showing.

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3:00 P.M. ----- Junior Members Round Table

Business Meeting with Speaker

Presiding: Mrs. Gail K. Ijames, Chairman

Speaker: Mr. James Beard, North Carolina School of The Arts



Star of films, television, and Broadway (in cast of *Oliver* and *Hello Dolly*), Mr. Beard is currently on the faculty in Winston-Salem.

Informal Reception to Follow

8:00 P.M. ----- Third General Session

Banquet

Presiding: Miss Elizabeth Copeland, President

Introduction of Present and New Executive Boards,
Special Guests, Honorary Members, Scholarship Recipients

Introduction of Speaker: Dr. Gene D. Lanier

Speaker: Ovid W. Pierce



A North Carolina author of three award-winning novels, *The Plantation*, *On a Lonesome Porch* and *The Devil's Half*. He is a double winner of the Sir Walter Raleigh Award for the best work of fiction by a North Carolina author, the North Carolina Award for Literature, and the coveted 1973 O. Max Gardner Award for contributions to humanity. His fourth novel, *The Wedding Guest*, is slated for publication in early 1974. He is a native of Halifax County and currently is author-in-residence at East Carolina University.

Saturday, November 3, 1973

**8:30 A.M. - 10:00 A.M. ----- Conference Registration
Benton Convention Center**

10:00 A.M.

Fourth General Session

Presiding: Miss Elizabeth Copeland, President

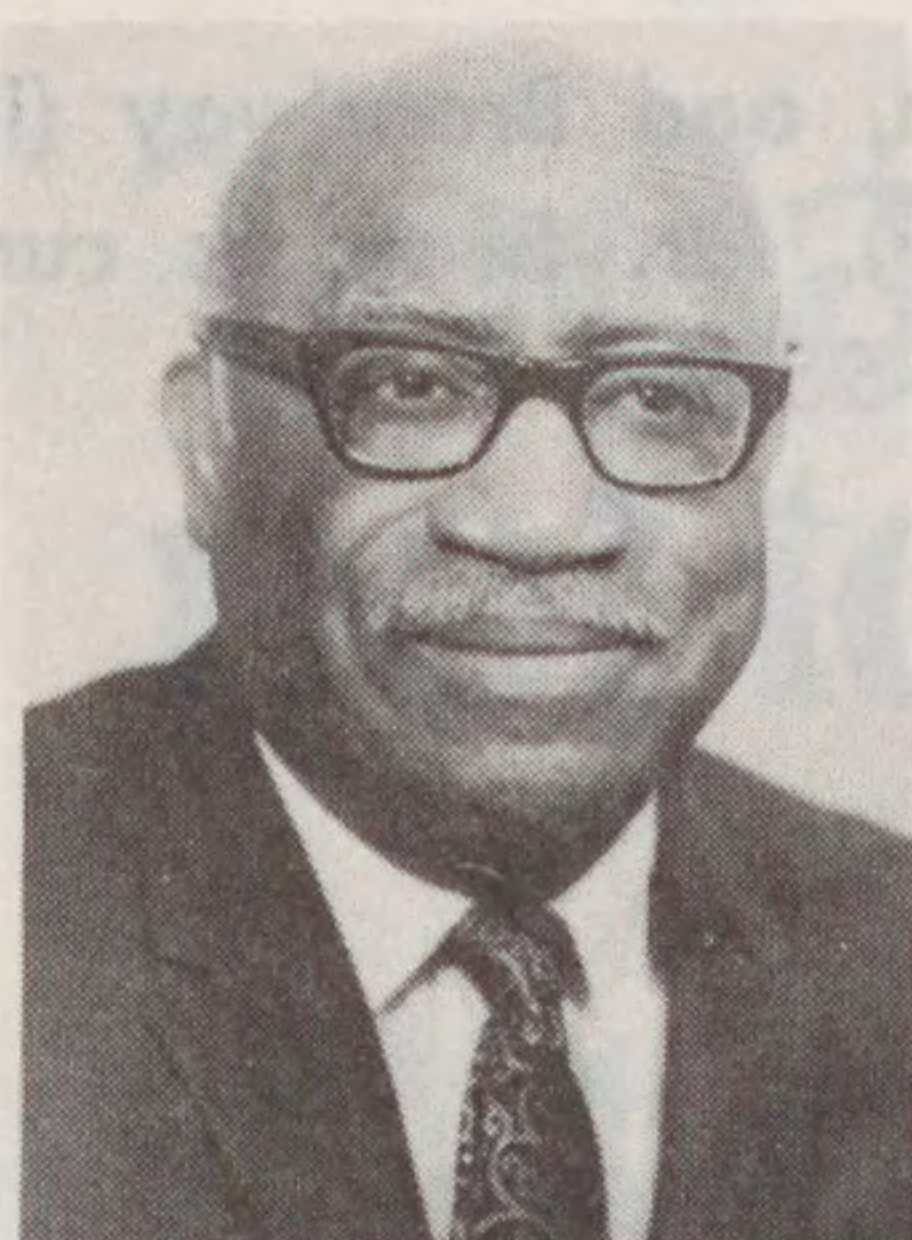
Report on *NORTH CAROLINA LIBRARIES*

Mr. Herbert Poole, Editor

Introduction of Speaker: Mr. Herbert Poole

Librarian, Guilford College

Speaker: Dr. Blyden Jackson



Recognized educator and author, Dr. Jackson is currently professor of English at the University of North Carolina at Chapel Hill. He is noted for his special research criticism of black literature. Dr. Jackson is closely associated with the Modern Language Association and serves as associate editor of *CLA Bulletin*.

Resolutions

Acceptance of Gavel

Adjournment

12:00 Noon

New Executive Board Meeting

Presiding: Dr. Gene D. Lanier, President-Elect

**Want to see more names or more libraries in the news?
Here's the person to give your news items to:**

COLLEGE AND UNIVERSITY LIBRARIES:

Leland M. Park
Seminole Plaza
736 W. Virginia St. No. 30
Tallahassee, Florida 32304

JUNIOR COLLEGE LIBRARIES:

Jean McDuffie
Central Piedmont Community College Library
Charlotte, North Carolina 28204

PUBLIC LIBRARIES:

Ray N. Moore
Durham City-County Public Library
Durham, North Carolina 27702

SCHOOL MEDIA CENTERS:

Pauline Myrick
Moore County School System
Carthage, North Carolina 27327

SPECIAL LIBRARIES:

William Lowe
North Carolina State University
Raleigh, North Carolina 27607