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APLA

BULLETIN

The APLA Bulletin is the quarterly organ of the Atlantic Provinces Library Association representing every type of library serving the provinces of Nova Scotia, New Brunswick, Prince Edward Island, Newfoundland.

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LIBRARY ASSOCIATION AGONIES

or, Life with ALA and its Brothers and Sisters

ERIC MOON

(*This article was originally presented as a talk to the Dalhousie University School of Library Service on October 4, 1971.*)

I'm going to ramble a bit today about library associations. But I'm not going to get hung up with definitions and altercations about what is or is not a *professional* association. That's library school lawyer rhetoric, academic garbage, a waste of time. The only substantive question is whether our associations are doing the job we want them to do — indeed, whether they can do it.

Forgive me if I talk mainly about American associations, and most particularly about the American Library Association (ALA). But a man (unless he be a consultant or a rogue) should talk about what he knows best. And I have been out of both Canada and Britain too long to have a very keen current perception of how things are with their associations. Although from across the border, CLA looks no more scintillating and forceful now than it did close-up a dozen years ago.

I'm going to start off with a medley of quotations to set the scene, the theme, the tenor of what is to follow.

Quote I (on Special Libraries Association): "If the 62nd Annual Conference of SLA is to have an overall meaning, it does not lie in its meaningless theme, "Design for Service: Information Management," but in the death of a concern — the merger (with ASIS) — that has already drained energy which might have been better used. For however well the merger might have served the association members themselves and reduced somewhat the schizophrenic anxieties of librarian/information scientists,

it would have made little difference in service to the library user."

Quote II (on the Medical Library Association): "The 1,400 librarians who gathered in New York . . . for the 70th Annual Meeting of the Medical Library Association may, collectively, have known more than any one doctor about the treatment of physical diseases, but the group still entered its septuagenarian era suffering from those afflictions common to all library associations: professional identity crisis and organizational obsolescence."

Quote III (on the Canadian Library Association): "The theme was 'Reorganization, Recruitment, and Results.' It had a ring of desperation to it: CLA must restructure and revitalize itself or it will lose both present and potential members. Some would have added 'Rehash' to these three Rs, because CLA has covered this ground many times before — without results."

Quote IV (on the American Library Association): "If more ALA members now realize that real power in the Association is beyond their grasp — Dallas also proved to them that you can still apply effective pressure, and in time, achieve rhetorical goals. This appeared to be especially true if all you wanted was an expression of ALA sentiment on a current issue, and it wouldn't cost any money."

Quote V (also on ALA): "Dissent and disenchantment counterpointed the week's events, with school librarians seriously considering terminating their ALA ties while the college and university librarians set up August 31, 1972 as their *federation or forget it day*. Trustees, too, entertained independence, with the urban group making the

loudest noise and then agreeing to stay on for a while to help the other trustees get the courage to strike off on their own."

Those five quotations come from the pens of four different writers, writing in the "big three" American library periodicals (LJ, WLB, AL) about the meetings this summer of four different library associations.

If, collectively, they seem to you to present a picture of confusion, desperation, chaos, you read them correctly. The library associations are, without exception, in a mess, trying to find a direction, a purpose; trying to understand what their members really want (and generally to find ways to tell them it's impossible); trying to find a role for themselves in a society which is changing faster than ever they knew how; trying to survive a battery of pressures they have never faced — perhaps never seen — before.

But if it is all a mess, it is a healthy one, in my opinion. At least the associations have been knocked off the dead center of the status quo. Some bullets of concern have riddled the armor of complacency and left it yawning with holes of doubt and uncertainty. The reason that words like restructuring and new directions pervade every meeting of every association is that there is, finally, an awareness that change is no longer desirable but mandatory — or the associations will die or be replaced. I also think the chaos is healthy because the library paste that has held the associations together — membership inertia — is finally coming unstuck.

While the realization is dawning, however, that the associations must change drastically, must gear themselves up to deal with a world and a membership which are both vastly different from those of 1876 (or even 1945), the big question which hangs over the association scene, as the bomb does over us all, is whether a structure and a purpose which will hold everything together can be found quickly enough, before the friction and the forces burn and blast the remnants of a century

of dedicated, if not always inspired, effort into a cloud of ashes.

Let's look, then, at ALA, which is better and worse, in various respects, than most of the other library associations, to see if we can discern where some of the problems lie and what, if anything, can be done about them.

It may be almost a cliché, but I have to say that the most powerful force which is making the gothic pillars of the library associations tremble is morality. This is a problem that our associations share with many of the most basic and prestigious institutions in society: the schools and universities, government and the courts; science and the church; many of the other professions, beginning with the most prestigious (hitherto) of them all, medicine. The gulf between word and deed in all these arenas seems not only to have become more apparent today but it is being challenged and questioned as rarely, perhaps never, before.

Now I do not mean to set up any simple, black and white dichotomy in which the establishment (i.e., the oldies) are all immoral, and the turks (i.e., the kids) are all snow-white and virtuous. I do mean to suggest, though, that many of those who grew up through the years of the Depression and World War II, the years when material comfort and prosperity were major, urgent and difficult goals, have an understandable survival complex, and thus an armament in which expediency and a deliberate (i.e. slow) rate of change are honored and well-used weapons. Many of the younger librarians, like other young people — and, let it be said, a goodly number of oldies, too — do not see materialism and survival as synonymous, and they can get so hung-up on principle that expediency can appear downright immoral.

What I'm talking about may make better sense if we examine a few prominent specifics, vis-a-vis ALA. Perhaps the most holy sacred cow in the ALA stable is the association's legislative program and its Washington Office. It is understandable that it

should be so. Remember that prior to 1956 federal aid to libraries, for all intents and purposes, just didn't exist. From the first passage of the Library Services Act that year, literally hundreds of millions of federal money (and a few million more from other sources, stimulated by that flow) have poured into library coffers across the land. Libraries owe most of that manna to ALA, to a hard-working and exceptionally able lobbying staff, and to the number one priority which the association has given to that effort. There was no doubt of the need, and no doubt either that in this area ALA has produced, and produced big. Can there be room for criticism, then? Yes, there can.

It is a fact of life — still, but it was even more so in the late fifties and early sixties — that the real power in Congress lay in the cotton and tobacco stained palms of Southern committee chairmen. So, too, did the fate and continued health of library legislation. It was no coincidence, nor any real reflection of the concentration of need, that the early emphasis in the Library Services Act was on rural library development. Nor is it any coincidence that today, when the screamingly obvious crisis in libraries is in the big metropolitan cities, federal aid to city libraries is still, proportionately, pathetic.

That fact of life is also why pressure was brought to bear, heavily and rapidly, on me and on my friend John Wakeman at the *Wilson Library Bulletin* when, very early in the sixties, we decided to expose the silent hypocrisy of the racial situation in U. S. librarianship. Not only were discrimination and outright segregation rife in libraries — most evidently but not exclusively in the South — but ALA was nestling under its wing a number of state associations, several of them as chapters of the parent association, which were themselves segregated. Wakeman and I were urged to cool it because too much noise about all that racial stuff was calculated to upset our Southern sponsors in Congress and thus jeopardize all that lovely federal loot they were dealing out to libraries. In the racial climate of today that sounds not only immoral but pretty foolish. But then

I remember asking, with youthful naivete, "If you have no principles, what good is the money?" And the question made no sense to some of those of whom I asked it. Political expediency was obviously paying off for libraries. Now which could possibly be more important? Money or morality?

A more recent example of the great interest of ALA's legislative forces in matters fiscal than matters moral occurred at the Midwinter meeting last January — or, more precisely, began to occur there.

The ALA Council passed a fairly forthright resolution offered by the association's Intellectual Freedom Committee, which commended the Presidential Commission on Obscenity and Pornography for "amassing a significant body of empirical evidence in an area of great social concern . . ." The resolution also quoted President Nixon's statement: I have evaluated that report and categorically reject its morally bankrupt conclusions and recommendations" and urged the President and Senate to reconsider this "categorical rejection."

The ALA Legislative Committee quickly mounted its opposition. Its chairman (ironically a former chairman of the Intellectual Freedom Committee) tried from the floor to water down the paragraphs which were clearly critical of the President and the Senate because of the effect these might have on the ALA's legislative programs.

Even after the Council passed the resolution, another attempt was made, just two days later, to water it down. Another long-time worker in the ALA legislative fields protested that it wasn't within ALA's field of expertise to take issue with the President's and the Senate's evaluation of the Commission Report, and that to do so would "detract from our credibility in Congress" and make "legislative work increasingly more difficult."

It was the first time in perhaps many years that anyone had suggested that opinions on intellectual freedom matters were not within ALA's province. To suddenly

deny our special interest and involvement in this area, it seemed to me, and clearly to many others, might do more to damage our credibility than anything else. Council at any rate, stood firm, and the Executive Director was instructed to send the resolution, as an expression of association opinion, to the President and the Senate. The opposition from the legislative group was perhaps not too surprising, but they had been defeated, and that seemed the end of the story.

It wasn't. At the next conference, this past summer, we discovered that the resolution hadn't been sent out immediately, as everyone expected it would be, and as it clearly should have been for maximum effectiveness. It had been held up for something like six to eight weeks before being transmitted. The general suspicion, and I believe it was entirely correct, was that the legislative committee and/or the Washington Office had been responsible for these stalling tactics.

That may be enough to demonstrate, in that one area, the morality gap I referred to earlier. A second area — and another relatively holy one — in which ALA has been under pressure for the past several years is intellectual freedom itself. In the past, the association has made some notably fine and courageous statements — most particularly its Freedom to Read Statement, issued during the dark days of McCarthyism, when many another group was very carefully keeping quiet.

But as the pressures against dissent in the U.S. have mounted, these past few years, librarians themselves (not just the books and magazines on their shelves) have fallen victim to repression and attack, and a steady stream of librarians have lost their jobs for supporting the very principles which ALA has long espoused. As the librarian casualty list has grown, the gap between ALA's promise and performance in the intellectual freedom arena has become more apparent. Impatience with the continued parade of noble statements has grown more vocal, and the demands for action, not just words, have grown more insistent.

Once again, however, in this area as in the legislative one, the dollar has been ALA's paramount interest. As each demand for concrete action has been made — notably the demand for a defense fund for librarians — the demand has been met early with the same argument: it cannot be done because it might injure ALA's tax exempt status. Gone, apparently, is the memory of that final resounding sentence of the Freedom to Read Statement: "Freedom itself is a dangerous way of life, but it is ours."

ALA's master ploy, at once preserving its precious tax-exempt status and at the same time giving the appearance of action, was to set up a separate organization, the Freedom to Read Foundation. The assumption was that the Foundation *could* do what ALA wouldn't because of its fear of being jilted by the Internal Revenue Service. Only a short time after, the Foundation told us that it couldn't take some of the actions for which it was set up, because it might lose *its* tax-exempt status. So the Foundation set up another fund under its wing, called the Leroy Merritt Fund, which was *not* tax-exempt, and which *could* be used for action purposes. It seemed only logical that if the Foundation could set up a separate fund, ALA could have done that too. But, no, the Foundation and ALA had different categories of tax-exempt status. It's a sad, funny, surrealist story — but it's clearly written on green paper.

Closely related to intellectual freedom is a third pressure point within ALA. The pressure in this area has come, not just from the radicals, the activists, the young, but also from some of the most conservative in the profession. A few years ago a President of ALA was unwise enough to indicate that ALA was more concerned with the welfare of libraries than with the welfare of librarians (though I couldn't find the actual quotation when I was looking for it). He was speaking the truth, even if it was dangerous. The ALA leaders do think, have thought, institutionally for most of the years of the association's existence. You need only to look at the ALA's Statement of Purpose to see the emphasis: "The promotion of library service of excellent quality, freely available to all." No one could quarrel with

that statement, but it is possible to differ with the emphases in the implementation of that purpose. Listed under that statement are seven ways in which that purpose should be fulfilled; only one of them deals at all with librarians. It reads: "Improvement of professional library standards through better professional education, working conditions, salaries and certification."

The words, again, read better than the performance record, as the mounting cries for ALA to show its teeth in such matters as status, tenure, salaries, working conditions and the protection of librarians' rights have testified. ALA has begun to move in this area, and at its last conference it set up a new procedure and a new committee: the Committee on Mediation, Arbitration and Inquiry, which was given as its domain the broad sweep of "tenure, status, fair employment practices, due process, ethical practices, and the principles of intellectual freedom."

It is obviously too early to expect or pass any judgment about the prospects of this committee producing the kind of results the membership wants but, pessimist though I am, I believe this is one part of the machinery that may move into action. This is not pure optimism, but is based on the belief that ALA can, in this instance, see its dollar interests at stake. It has seen the steady growth of library unions the past five or more years, and must know that they have grown because the association left them room to grow. If the unions do what librarians want, and ALA doesn't, it obviously won't be long before much of the ALA membership income is translated into union dues. Self-satisfied as it often is, ALA is no; stupid, and it has seen, for example, the rapid transformation recently of the National Education Association, which has become much more militant about matters like working conditions and teachers' rights because it was rapidly losing membership and influence to the booming United Federation of Teachers. If the unions can move ALA off the pot in such matters, they will have rendered a real service to the profession, because it will be a long time before the unions themselves

can accumulate the prestige and influence that ALA undoubtedly has in certain quarters — even though it may be timid about exercising it.

A fourth area of pressure — and this is certainly one that just about every organization is experiencing — is the swelling demand for (to use a popular contemporary redundancy) "participatory democracy." (If democracy isn't participatory it isn't democracy.) The ALA membership has grown increasingly vociferous about the continued presence of the same select band of people on all the key committees of the association; increasingly frustrated over the continued rejection of membership proposals by the ALA Council and Executive Board; increasingly angry that priorities and programs are not funded while, at the same time, the huge headquarters grows more obese, eating away at larger and larger portions of the ALA budget, and less responsive every year. Indeed, at the last ALA conference, the membership vented its spleen on the ALA budget committee (COPEs) for making no attempt in its 1971-72 budget to reflect the priorities of the Association which had been voted in by the membership and adopted by the Council, the supposed policy-making body of ALA. COPEs was the first committee that most people could recall ever being roundly censured by the membership.

Nevertheless, despite the swelling volume of membership discontent, the ALA, like other associations, continues to be dominated by administrators. The principal reason is not hard to discern: while the administrators have such a stranglehold on library policy at the local level, while they are so often the only members of the staff who are paid to attend meetings and conventions, they have an access edge that is terribly difficult to overcome. Until there is more participatory democracy at the local (library) level, it will be hard to achieve at the national level. This is one area, incidentally, where staff unions may play a key role.

But a major part of the problem continues to be one of attitude, and this is most clearly illustrated by a little internal docu-

ment circulated among members of the ALA Nominating Committee for 1972-73. This document spelled out some of the proposed criteria for candidates for the Council, for President-elect and Treasurer. The committee wanted "some evidence of having accomplished good for the association," or "evidence of cultural refinement"; the candidate "must have presence"; and worst of all, perhaps, the committee said "age bracket between 45 and 55 desirable." Other tired criteria listed included "experience," "knowledge of the ALA structure," and such vital elements as "physical stamina," or "international dimension," or "articulate." As *Library Journal* commented: "If you added 'strong baritone' and 'good looks' to the list, you might think we are about to elect the U.S. Ambassador to Monaco, or the MC for the Miss America pageant."

Despite this evidence of the intransigence and durability of 19th century thinking, the noisy restlessness of the membership has had *some* effect, and a number of new faces and voices are infiltrating the committee rooms of ALA. The establishment, though, picks carefully and it seems to know its own kind very well, even when they are in the embryo stage. It is interesting, even if not surprising, how like the establishment some of the young malcontents of only a year or two ago look and sound, after just a short period of close contact with the establishment bosom.

Faced with an attitude gap that will clearly take an intolerably long time to counteract, some of those who seek radical change in ALA have begun to learn the uncomfortable lesson that organization and knowledge are necessary weapons to overcome the fear, the inertia, the defensiveness and so they are learning the machinery — the bylaws and the constitution, the election procedures, and how they can be used to advantage. In the past few years they have pressured for the liberalization of the nomination and election machinery: the one weapon that is not locked in the establishment's arsenal. And there is now a steady input of new names on election ballots, either put there by petition or — and this is important, too — put there by

those who control the nomination procedure, as a means of quelling some of the protest.

The thing the change-seekers have not yet done — or certainly have not done effectively — is to go out and organize votes for those they have gotten on the ballot. It's a lot of work, but it can be done and it has to be. All current appearances and the Yippiies to the contrary, successful revolutions have never been organized or won by people who want to play games, or who see chaos and turbulence as just another kind of fun. They are won by people who have a target and who go after it. If that makes me a structure freak, so be it.

I have saved the biggest and perhaps most important pressure point for last. The most overwhelmingly protest in ALA (and this again is true of other organizations, indeed of society itself) is on social issues — race, sex and war, to name only three potent elements.

ALA has been struggling with racial issues, as I indicated at the outset, for about a decade now, but the pressure has accelerated recently, primarily because of the emergence a couple of years ago of the Black Caucus. Adding to the pressure has been the Social Responsibilities Round Table of ALA, also formed just a couple of years ago. In the past twelve months these two groups have had the Executive Board, the Council and the Intellectual Freedom Committee of ALA in a turmoil over such matters as: 1) the Black Caucus's charges that southern schools have been providing library services, with public funds, to newly formed private schools which were set up to bypass the law of the land on integration of schools; 2) the same group's charges that the Library of Congress has been discriminating in employment and promotion against blacks; 3) SRRT's donation to the Angela Davis defense fund, without prior consultation with ALA.

Other groups which have been pushing hard are the Women's Liberation and Gay Liberation Task Forces of SRRT. Indeed, at the Dallas meeting this summer, the Gay Lib group stole most of the association's

headlines in the press, on radio and television, with their "Hug a Homosexual" booth in the exhibit area, and a variety of other activities. They also got through the Council a resolution calling for the better protection of the rights of homosexuals in libraries and in librarianship.

Beyond these groups pressures, however, there is a more pervasive insistence that ALA deal with and express itself on social issues. The most persistent topic, of course, has been the Vietnam war. This summer, a resolution against the War finally passed both the membership and the Council. One member, afterwards, commented that it had passed this time after several abortive attempts, because the thrust of its argument on this occasion was on the "reallocation" of national resources, with greater emphasis on pressing domestic needs (i.e. libraries, for example), rather than the issue of the war and its killing and devastation. Dollars, again, this member was saying, as I have said repeatedly in this paper, are a more persuasive argument around ALA than morality.

Two other points should be made about that Vietnam resolution, and another about the social pressure in general, because they may demonstrate why I thought this paper might be pertinent at the Dalhousie Library School, remote from your lives through the inner machinations of ALA might be.

First, the Vietnam resolution was drafted and presented by two library school students, part of the Students to Dallas group which was composed of delegates from every one of the accredited library schools in the U.S. and Canada. They proved, by their handling and presentation, that you don't need to be well into the sere and yellow before you can hope to have an impact, even on a mammoth, cumbersome, labyrinthine organization like ALA.

The second point about the Vietnam resolution was that it came too late to be very meaningful. Had it been made, even two or three years ago, ALA might reasonably have been considered as an organization working at the forefront of public opinion.

Now, opposition to the war is the accepted, majority position. Thus, ALA's statement is, as so many of its others have been, just another motherhood and flag parade.

The point I want to make about the social pressure generally is that it really began for ALA, at least on a heavy scale, at the Atlantic City Conference two years ago. The group that opened up the big guns was called The Congress for Change. It, too, was very heavily a student group. Its real successor, the Social Responsibilities Round Table, though not a student organized or dominated group, has the youngest leadership in the ALA — unless one counts seriously the Junior Members Round Table, which very few people do. SRRT is the most volatile group in the association, and though it loses more often than it wins, it has done much to upset the equilibrium of the upper establishment and it has, far more than it knows, I think, changed the climate of ALA. There is nervousness, even fear, among those who were merely complacent before, and some of the inertia has been translated into an unwilling receptivity.

All that is no more than a thumbnail sketch of what has been going on in ALA the past few years. I give it to you, let me stress again, not because I expect you to be vitally interested in the American Library Association but because I am sure that similar pressures will be necessary to change the Canadian Library Association or some of the provincial associations in Canada, and you are, if anyone is going to do the job, the candidates in whose hands the options of change or inertia lie.

I said earlier that I would suggest some of the things that ought or need to be done to rescue ALA and the other associations from the chaos in which they find themselves. I'm going to keep my remedies very brief because I'd like to hear your ideas in that direction. But here are a few to wind up with.

1) A large step in the direction of democratization must be taken. No valid reason exists, for example, except the economic (and I think I've said enough about dollars

dictating all our courses of action) — no valid reason why it should be made difficult for anyone who wants to run for any office whatsoever, to get on the ballot. Those who get nervous about this apparently see no difference between nomination and election. Nomination is only democratic if it is easily available. Election is only democratic if it is competitive.

More people must be brought into the key operating committees of the associations whose views differ radically from those of the traditional incumbents. If nothing else, the committee rooms might become less deadly places to pass a few hours if a modicum of dissident opinion were heard there. The club members, who have served endlessly and repeatedly, must be weeded out and replaced.

2) The associations must hammer out specific program and policy priorities, and must then proceed to budget them. Policies and programs mean nothing unless they are financed. Priorities which are not reflected in the budget are no more than pieties.

3) The associations, to mention further pieties, must desist from continually making public policy pronouncements unless they are prepared to follow them up, and particularly to defend their members who carry out those policies on the front lines. In short, we need not more words but more teeth behind the words.

4) Decisions must be made as to what activities can best be handled centrally, on behalf of the whole association, and which

might better be decentralized and left to smaller, perhaps looser and faster-operating groups. On the really big issues, however, which demand the force of unity, of maximum numbers, the associations must vigorously resist the splintering which has been weakening the library profession throughout this century and must stamp heavily on parochialism — particularly type-of-library parochialism.

5) The associations must begin to regard themselves as a responsible and potentially powerful voice in society, as bodies with a responsibility and a right to speak out (as many other groups do) — not just on matters bibliographic but on major social concerns. They have only to remember the biggest, oldest cliché of them all to get the point. How many times have you heard: "I became a librarian because I love books and people"? It isn't as silly as it sounds, but the people interest isn't as clear from our words and actions as the devotion to books. If we don't talk about social ills, social needs, social concerns, do we really expect anyone to know or believe that we're interested or that we care about people? And if we seem not to care, can we be surprised when libraries get into trouble and no one else seems much to care about that?

6) Finally, the young, the dissident, the radical, the change-seekers and I hope some of those words describe this student body — must-keep up the pressure, and must resist dependency about the temporary losses. The climate can be changed, even by defeats. And the over-all war, which is worth winning, for sanity and responsibility, can be won. And must be.

THE HIGH COST OF PAYING INTERLIBRARY LOAN PHOTOCOPY CHARGES – THE PROBLEM AND A SOLUTION

NORMAN C. SABOWITZ

It is argued that the excessive cost of processing invoices indicates the need for an alternative method of paying photocopy charges, and a solution, involving creation by HLA or APLA of reusable scrip, is proposed. The possible acceptance of such a system for use on a national scale (if the local experiment proves successful) is mentioned.

While most librarians concerned with Interlibrary loan procedures consider the payment of photocopy charges a sizeable nuisance, few realize the level of expense it involves. Most of this expense derives from the numerous operations which each of several pieces of paper must undergo – typing, filing, mailing, receiving, approving (or disapproving), cross-referencing, refiling, photocopying, claiming, etc. Then of course there are the operations involved in making the actual payment: most librarians do not even see, much less calculate, these since they generally occur in some department of the institution other than the library, such as a university's finance office. And it is these latter operations and their attendant expenses that I am now going to consider.

Three finance officers in the Canadian Government were recently asked to estimate the cost of paying an invoice, once receipt of the correct goods had been certified. All three gave estimates of upwards of \$2.00. One gave \$5.00 as a minimum. Among the costs involved are those of raising a formal purchase order, the professional time needed to read and sign the order locally, clerical time needed to code relevant data for the computer, corresponding

activities in Ottawa, and finally a minimum cost of \$0.20 just to print a cheque. I posed the same question to the Finance officer at one of our large local universities, but from him learned only that I had posed a fascinating question – a fact which I had already suspected.

Admittedly, not every library is bound by the government's procedures – many, for example, do not use computers to keep their books; but those which handle all these operations manually may be less efficient than those which have mechanized them. In other words, I am suggesting that, in the absence of further evidence, it is not unreasonable to accept tentatively the figure of \$2.00 as representative of the minimum cost of paying an invoice.

Two dollars is rather a severe surcharge on the price of a ten-dollar book; but when the invoice being paid is for, say 75c., (a typical photocopy charge), the cost becomes excessive. Granted, you do not always pay for one photocopy job at a time any more than you always pay for one book at a time. When dealing with book jobbers you may pay for 100 or more titles on one invoice; but you will still have to pay many of the next 100 titles on separate invoices. Similarly with photocopy charges: with one library, from which you receive much photocopy service, you will be invited to pay only on a monthly statement; but with many other libraries, you will have to pay for a single photocopy job every month. These libraries, like any business-like organizations, will expect to be paid within thirty days; and will claim overdue payments. The batching principle is the same with

photocopy charges as with book orders: the difference is that normally with photocopy charges, one is extremely hard-pressed to accumulate within thirty days a batch amounting to say, the average price of one book — or \$10.00; so one would be paying a minimum surcharge of 20% to cover the cost of processing such an invoice. The surcharge for five pages at 15c. per page would be 265% (\$2.00 divided by 75c.); and, in extreme cases, could even be as high as 1,333% (\$2.00 divided by 15c. for one page.)

Clearly, there is an urgent need for some alternative to the conventional method of paying invoices for photocopy charges: the more so as the volume of interlibrary lending can be expected to rise as more literature is indexed.

Before proposing my solution, I will briefly discuss some other alternatives. These are: 1. Eliminate nominal charges. 2. Ask for governmental subsidy. 3. Use deposit accounts. 4. Use petty cash accounts.

1. The idea of eliminating nominal charges is suggested in S. K. Thomson's *Interlibrary Loan Procedure Manual*, published by the ALA. This is a fine idea, which has worked. The trouble with this idea is that the libraries that lend heavily tend to disagree with those which borrow heavily over what is a nominal charge. The point is amply illustrated by the fact that Dalhousie University's Killam Library has recently dropped the policy of providing the first 10 pages of photocopy for free, and now charges 15c per page, regardless of the number of pages; and the fact that the National Science Library has begun to charge 10c per page for all I.L.L. photocopy, with a minimum charge of \$1.00.

2. Miss Thomson's manual also suggests the possibility of the state subsidizing "designated resource libraries expected to provide an amount of interlibrary loan service which is clearly extensive." This too, is a fine idea which legislatures have unfortunately not made much use of.

3. One library in the area — the Kellogg Health Sciences library — sells deposit account coupons. This attempt is commendable. It means that by paying once — ahead of time — a sum such as \$10.00, another library can incur one 75c charge per month for 13 months without having to pay a single invoice. One consideration that mars the appeal of this system is that it would be difficult to persuade many small libraries to sell deposit account service.

4. Finally, consider the idea of using petty cash accounts. I discuss this last because, from the point of view of minimizing accounting, a petty cash account provides a theoretical model of an ideal system. Unfortunately, petty cash can provide a model only — and not a viable solution — because many institutions will not allow the use of petty cash to pay photocopy charges. The problem arises in most institutions because, even though the unit cost is usually about 75c, the volume is quite high; with the result that the photocopy charges for a small library that borrows heavily could easily amount to \$1,000 per year — a total which few institutions would consider appropriate for petty cash payment.

Some institutions effectively disallow petty cash funds for any purpose: that is, it is almost impossible to spend money without raising a purchase order or in some formal way requisitioning whatever is to be purchased; and this involves not only naming the amount required, but indicating what it is required for and who is to be paid.

This point of the need to specify provides the key to an analysis of the function of petty cash; for, the more specific you need to be, the more expensive it becomes to prepare the order. For example, while preparing to requisition money to pay for something, you may have to look a required detail up in your files. Again, you may have to write a letter requesting a piece of missing information. And of course, even when you have the information, it takes time and effort to type it.

The whole idea behind petty cash is to circumvent the expense of being specific. If I can get my finance office to spend 75c to pay photocopy charges on an article without specifying the article in all its bibliographic detail, that is all to the good: the payment will then be made somewhat efficiently. If, furthermore, I can arrange for that payment without specifying who is to be paid, the transaction will be even less expensive. Finally, if I can even avoid specifying how much is to be paid in any one transaction, I will thereby succeed in eliminating all excessive accounting expenses. So the problem is to devise a system of payment which will be as unspecific as possible regarding individual transactions without violating the rules of any of the member institutions. And if possible, while we're about it, we ought to attempt to minimize the risk inherent in sending cash through the mails.

My proposal, then, is for either the H.L.A. or the A.P.L.A. to sell reusable scrip good only for the payment of ILL photography charges among member libraries. The scrip in suitable denominations, such as nickle, dime, quarter, half-dollar, dollar and two-dollar, would be redeemable at specified intervals, say annually.

In other words, one of the library organizations would print at its own initial expense, a supply of scrip which it would sell at face value. The proceeds would be deposited in a special account. The scrip would be sold all year long, presumably only in minimum blocks of say, \$10.00.

A large library which receives more scrip

than it pays out would accumulate a substantial surplus; at the end of a year it would present this surplus to the association, which would then issue in exchange a single cheque payable to the member library (or parent institution.) The reclaimed scrip would thus be resaleable to the small member libraries for their reuse. Hopefully the interest earned on the account would eventually defray much of the expense of printing the scrip.

This system would seem to compare favorably with the use of actual petty cash accounts, since it permits us to be quite as unspecific as possible regarding individual transactions — the scrip can be used to pay for copies of any articles purchased from any member library and at any price within limits set only by the amount of scrip purchased; and yet the purchase order that might be required in order to finance the purchase of this scrip would be quite specific enough to meet the requirements of any institution since the use of the scrip is limited to one purpose — the payment of ILL photocopy charges. Again, the risk normally associated with sending cash through the mails is virtually eliminated, since the scrip is not redeemable by individuals, but only by the member institutions.

What is, of course, really needed is such a system run on a national scale by C.L.A. or A.L.A.; but that is not likely to come about without some evidence of its having worked on a local or regional basis. The present proposal, then, should serve as a prototype for a national solution to the urgent problem of finding a way out of the high cost of paying certain kinds of bills.

INTRODUCING . . . THE NOVA SCOTIA MUSEUM LIBRARY

BARBARA SHAW

The Nova Scotia Museum Library, after a long career in a semi-dormant state, has come out of hibernation. It will take a while to adjust to "normal" conditions which most libraries have taken for granted for years, such as having more than one chair in the reading room, access to most of the book stock, and no need to move furniture before opening a filing cabinet.

Although under wraps for so long the library has had a long history. The museum itself was founded in 1868 and the library which co-existed as a separate entity for a number of years under the Nova Scotian Institute of Natural Science was taken over by the province in 1900 to become known as the Provincial Science Library. The year before this, Harry Piers, who had been Assistant Legislative Librarian, was appointed curator of the Provincial Museum, and in 1900 was given the additional position of Librarian of the Provincial Science Library. Library and museum have been administered together ever since. From the early 1930's the curator was issuing an annual plea for more space but it was not for another 40 years that such hopes were realized.

The Nova Scotia Museum officially opened in its new quarters in November, 1970. With the additional space, library facilities were vastly improved. Cartons which had been piled high for years could now be unpacked, sorted and catalogued, and the process is still going on. Several years before the move the library was very much occupied with exhibit planning for the new building and at the present time accelerated programs in all fields make the library an increasingly busy place.

There are four main departments to be

served: history (social and marine); science (zoology, botany, geology); education (interpretation) and exhibits (design and construction). Primarily the library is a reference library for staff use, but is also open to researchers — a very broad term, which covers anyone with an interest in the natural sciences pertaining to Nova Scotia, the social and marine history of the province or museum techniques. Prime users apart from staff are teachers involved in museum workshops, volunteers who help carry on the museum's programs, personnel from small museums in the province and university students. A small reference collection is kept in the Information Center in the museum lobby to supply quick reference and identification service wherever possible.

Special projects that have involved the library over the past year are: 1) orientation programs for volunteer workers. 2) provision of information for activity programs such as candle-making, butter-making, knotting and rope work, the preparation of wool, dyeing and spinning. 3) a search for information on the actual physical appearance of prehistoric animals of Nova Scotia. 4) Consultation with the exhibit planners on the construction and history of the Concord stage-coach, settlement patterns, fisheries statistics, and the history of local agriculture implements.

Most people do not realize that the museum, apart from its main building, is also responsible for the historic and marine museum on Citadel Hill, six historic houses, a grist mill, woolen mill, Ross Farm and the Sherbrooke Village Project, and research in connection with these is quite constant.

The library contains about 10,000 volumes catalogued by the Dewey classification and using Library of Congress subject headings. Special collections include the marine collection of the former Maritime Museum, and an entomological collection built up by Dr. J. H. McDonnough, an international authority on lepidoptera who was museum entomologist for ten years after retirement from the American Museum of Natural History. Although it is a reference library all but the rarest material is loaned to other libraries.

The librarian is also chairman of the museum editorial committee and is responsible

for publications, and for the photography section. The photographer maintains his own negative and contact print file, but the library keeps a color slide file for internal use for which there is a steady flow of requests from staff.

It is the ultimate aim of the museum to reach the whole province through the media of its workshops, camp leadership courses, class visits, multi-media kits, activity sessions, research programs, lecture series, exhibits, historic buildings and publications, so the library's role of providing suitable resources will be an ever-increasing one.

UNIVERSITY OF NEW BRUNSWICK LIBRARY, FREDERICTON, NEW BRUNSWICK invites applications for two positions now open. Accredited degree in Library Science required for each. Salaries competitive and rank according to qualifications. Staff of 25 librarians and over 100 support staff; enrollment about 5,000; book stock 340,000 volumes; book budget over half a million dollars.

(1) Experienced *Serials Cataloguer*, interested in handling serial publications in all subjects. Knowledge of European languages desirable, minimum offer to qualified applicant will be \$9,600. (2) General *Cataloguer* for monographs in arts and some science subjects; professional experience not required; knowledge of European languages desirable.

Academic status; four weeks' vacation; creative arts activities; hillside campus in pleasant small city. Apply with references and full resume of education and experience to Dr. Gertrude E. Gunn, Librarian, University of New Brunswick, Fredericton, New Brunswick.

TATAMAGOUCHE GROUP

YVONNE EARLE

When Cathy Ayers (Annapolis Valley Regional Library) voiced her opinion from the floor at the 1971 APLA meeting on the lack of communication in Nova Scotia between regions and between regional staff and the upper echelons at Provincial Library in Halifax, she found an hitherto unknown supporter for her views in Stan Squires (Cape Breton Regional Library). From subsequent rap sessions came the idea of an informal get-together of interested junior staff from all regions to introduce themselves, compare situations and discuss ideas. As a result there have been three meetings to date, in Brooklyn, Tatamagouche and Halifax, with a fourth tentatively planned for January, 1972. The 'Tatamagouche Group' is now becoming known on the Atlantic Provinces library scene.

It has now come to our attention that those not on the 'in' want to know who, what and why we are. Our name which appropriately means "place of meeting", specifies nothing about libraries or librarians and reflects our decision to remain informal and open. By definition the group is all-inclusive of library staff below the level of chief, regardless of type of library (academic, regional, school), and interested library school students. At present, we are limiting ourselves geographically to Nova Scotia; our cohesiveness as a unit is not based on the traditional subscription membership but stems from a core of mutual interests.

There is no bureaucratic structure. Beside the fact that our meetings have been in physically informal environments — camping under the stars or thirteen huddled for a discussion under leaking canvas do not make for following Robert's Rules of Order — it has been agreed that there will be no executive. This will maintain the informal atmosphere in which everyone feels free to

discuss problems and contribute ideas. For purposes of communication there is a delegation of three each having 'direct line' contact with people in their area. This cuts mailing expenses and time in relaying notices, memos and group projects.

There is no schedule of meetings but the pattern to date has been one every two to three months. A person from the region chosen arranges facilities *i.e.* camping site or church hall, and food. Cost is split between those attending. Time off and transportation have proved to be the two main stumbling blocks. As this group is unofficial and working on its own time and initiative there has been the problem of accomodating work schedules — some have Saturday off and others Monday; this has not been worked out yet, but with the Provincial Library giving us its moral support, it is hoped regional chiefs will allow the periodic day as 'conference time.' For transportation, the lucky ones with cars spread the wealth but so far 'getting there' has run the gamut from planes to hitch-hiking. Despite these problems, however, our numbers have grown from six at the initial meeting in June to twenty-two at the October workshop and all regions except one have been represented.

Our main aims are establishing contact and communication links with people in other regions and demonstrating that there are opinions and initiative at the grass roots level of Nova Scotia library service, neglected though they have been. Miss Alberta Letts, a Provincial Director, and Miss Diane MacQuarie, Regional Supervisor for Nova Scotia, have shown their interest and support for the initial feedback; they came on invitation to a very cramped, damp session at our second meeting (APLA *Bulletin*, No. 3, 1971) and arranged the Halifax workshop. This workshop gave us the opportun-

ity to get a good inside look at Provincial Headquarters — both technical processes and reference services. As well we visited several libraries in the Halifax area, comparing their facilities and programs, and attended a lecture by Eric Moon on Library Associations given at the Dalhousie Library School. Just to fill in any spare moments, we had our “business sessions” in which three main items were discussed:

i) the decision on a name and keeping the group open This was necessary as there had been some negative reactions to the status implications of “junior professional” which we wanted to dispell; this latter label had been tentatively accepted at our second get-together in August. Also there had been interested inquiries from other than regional librarians about “joining” so consensus was needed on this point.

ii) some further discussion on a proposed reader’s survey or community survey of users. Nothing concrete in setting up such a project has yet been decided but enthusi-

asm is definite.

iii) project number one was suggested, accepted and put “in process”. It will be a general subject analysis of collections throughout regional systems to find strengths and gaps as the *reader* sees them. A preliminary list of the week’s inadequately filled requests was compiled by each of us and sent to Terry Brooks (Halifax City Library). A weeded, combined master-list will be received from him on which we indicate local weakness or adequacy of subject material. The results found by Terry will hopefully be published locally and get public response as well as help us improve service-on-demand; we will also be provided with a local source for a bibliography.

Our next meeting is planned for January in Pictou and deducing from the interested inquiries we are expecting several library school students and academic librarians to attend. Beyond this our plans for the future are uncharted but we hope to establish communication links outside Nova Scotia.

CONTRIBUTORS

Mr. Eric Moon is President of Scarecrow Press. *Mr. Norman Sabowitz* is Accessions Librarian, Bedford Institute, Nova Scotia. *Mrs. Barbara Shaw* is Librarian, Nova Scotia Museum. *Miss Yvonne Earle* is a librarian in the Cape Breton Regional Library. *Miss Mary Norton* is a student in her final year at the Dalhousie University School of Library Service.

THE RABBIT HOLE

"... down went Alice after it, never once considering how in the world she was to get out again." Alice in Wonderland.

The Rabbit Hole is a regular feature of the APLA Bulletin. We invite contributions from readers and we offer contributors the same latitude (and longitude) as the Rev. Dodgson afforded Alice. Any reader who feels himself falling through the earth and approaching the Antipathies is urged to put it all down on paper and send it to the attention of the Editor. "Perhaps (you) shall see it written up somewhere."

WORK? WE CAN DO IT, BUT WE HAVE TO DO IT NOW!

Opportunity for experimental employment is a concern of many involved in the study and teaching of Library Service. That the matter has been discussed before is evident from a survey of the literature. However, despite the extent to which the various views and ideas on "field work" have provided topics for writing, Library School students are still being employed, if employed, as book shelvees and card filers.

It is not intended in this article to present another theoretical argument expounding the merits of work-study programs. It is hoped rather that the validity of such programs will be emphasized through a description of an actual work experience.

Towards the end of my first year of Library School, I was interviewed for a "career-orientated" summer position with the Public Services Commission. Sometime afterwards, I was offered a job in the Recreational Library at CFB Cornwallis.

The offer was presented by a form letter. In the space allotted for job description was typed "Cataloguing of non-fiction", or words to that effect. Given a background limited to an introductory course in cataloguing, I was somewhat skeptical as to my abilities. Skepticism increased, in fact bordered on apprehension, when I began work and realized the full meaning of the job description.

The library at Cornwallis, now intended for the recreational use of Base employees and their dependents, had at first been maintained as a source of research information for the various training schools once operated on the base. The non-fiction collection largely reflected this history. Many

of the items, as well as being old, worn and outdated, were not very relevant to the present purpose of the library. A numerical system of classification had been outlined, by which books were categorized under the headings "Air", "Sea", "Land", and so on. Those books not fitting in any given category were shelved under "Miscellaneous". No record, other than a written accession list, had been maintained for the thousand or so non-fiction titles. Thus, information could be found only through browsing.

The circulation system had been set up so that one might determine whether a given person had any books out. When a book was borrowed, its title was listed, with the accession number, on a card headed with and filed under the borrower's name. There was no way of knowing, whether a given book was in circulation, or when it was due back.

The man employed to operate the library had been moved there from another position on the base. His knowledge of librarianship basically consisted of what he had learned from the previous employee. My actual supervisor dealt with the library only as one aspect of his many concerns and responsibilities. His knowledge of libraries had been gained through interest in and enthusiastic use of them.

It was soon apparent then, that of the people employed with respect to the library, I was the most "knowledgeable", if I might use that term. It was therefore left to me to decide what to do about the collection, when to do it, and how.

As to the "why" of my work, no mention

was made. Personally though, I did a lot of wondering on that point. Despite rumours to the contrary, which were circulated about all the student jobs, I felt that there was a definite need for my employment. I could not accept the view that I was just being kept off the streets, courtesy of the Canadian Government.

My questioning of the point of my work came about as I realized how few people were using the library. It is accessible, it is comfortable. The current fiction collection, though quantitatively limited by budget, is well chosen. People are free to sit and smoke, to read or chat, to come and go as they please. Mostly they just didn't come.

So, while proceeding with the organization of the books, I began a small advertising campaign. Every week, for a while, the Cornwallis paper carried an article about the library. Story hours were conducted as part of the summer recreational program in the age old attempt to reach the adults through the children.

People sometimes greeted me in the grocery store with "Say, I read your article about Amelia Earhart". The children at the Rec. centre had fun reading about sights and sounds. But circulation stayed the same, and my "why" had not been answered.

By the end of my period of employment, the collection had been weeded, classified and catalogued. A new circulation system had been started. Instructions for the maintenance of the new organization had been left for the use of the employee. It is hoped that he was influenced so as to make use of them.

There are, no doubt, a sizeable number of errors in the work I did. I was not able

to do all that I had at first considered doing. If I were to start over, I would certainly proceed in a different way, which is the whole point of this article.

Having taken on the job with no experience other than clerical circulation duties and book shelving, I could rely only on what I had learned in class. I was not working long before being faced with questions and points for decision making that just had not arisen in the laboratory exercises of the classroom.

It can be argued that my experience may have been more beneficial with some supervision. It would have been so only if such supervision had allowed for the exploration and learning which I did experience.

Because I had to take responsibility and make decisions, I learned to do just that. I learned that the rosy picture painted in class isn't quite so pink, that the aims of enthusiastic but naive students cannot always be achieved.

I had expected to spend a good deal of time answering reference questions and guiding people to information, yet I experienced many long, frustrating mornings of working only with books, books which might possibly never be used.

By the end of the summer I had gained practical experience in library techniques, which sooner or later must be acquired. But more important, I could see a relationship between the theory covered during two semesters of studying, and the reality confronted through a summer of working. All in all, I gained a confidence and a sense of direction that can be gained only through such an experience.

MARY NORTON

LETTERS TO THE EDITOR

Dear Editor,

Definition of the role of a Provincial Consultant for School Libraries is the main issue at stake in the resignation, after two years in the position, by Mrs. Sally Davis, in Newfoundland. Just what is the role of such a Consultant? Most professionals would not suggest that it consists of running from school to school "sticking one's finger in the dike" setting up little collections of books, but this seems to be the attitude among various Departmental officials. The Discovery approach in education, so dependent on ample materials and professional knowledge beyond the textbook, of course, has no place in a system which sees no necessity for specialized personnel for selecting, organizing, and making available such materials.

The School Library/Audio Visual Council (a Special Interest Council of the Newfoundland Teachers' Association) and the Newfoundland Librarians' Association have written Departmental officials supporting the basic tenet of school librarianship as

a specialized profession, and supporting Mrs. Davis' stand on issues involved: print and non-print materials must both be considered by the School Library Consultant; the Provincial Consultant should deal with Board and Regional level Superintendents and Supervisors, rather than individual school problems; closer coordination should be achieved between Consultants in individual subject areas and the Provincial Consultant for School Libraries; establishment of Provincial standards, certification requirements, and other such policies should be one of the major concerns of the Provincial Consultant.

In summing up, librarians in Newfoundland feel that we must look to the future in establishing well-organized, quality libraries in our schools under the direction of certified specialists; we must outgrow the old "collection of books" concept which "anyone can handle."

Sincerely yours,

Constance Ryan

CONTRIBUTORS' DEADLINES

Prospective contributors are reminded of the following deadlines for submission of completed material. If you wish an item to appear in a particular Bulletin issue please adhere to these deadlines and thus assist the Bulletin to maintain a consistent publication schedule.

March issue — February 1st

September issue — August 1st

June issue — May 1st

December issue — November 1st

Nova Scotia Council for Library Resources

The Nova Scotia Council for Library Resources has submitted a brief to the Royal Commission on Education. Anyone interested in obtaining a copy of this brief may do so by writing to the secretary: Mrs. Barbara Shaw, Librarian, Nova Scotia Museum, 1747 Summer Street, Halifax, Nova Scotia.

At the September meeting of the Nova Scotia Council for Library Resources new officers were appointed for the coming year. These are: Mrs. Carin Somers, Chief Librarian, Halifax County Regional Library – Chairman; Mrs. Barbara Shaw, Librarian, Nova Scotia Museum – Secretary. Miss Marjorie Kelley, University Librarian, Mount Saint Vincent University is Past Chairman.

News from Newfoundland

This past summer Mrs. C. C. Davis, supervisor of libraries with the Dept. of Education, resigned her position after 2 years service. Mrs. Davis and her husband spent the month of August touring libraries and schools in Russia.

The *Henrietta Harvey Library* at Memorial University has been presented with a collection containing law reports and statutes, House of Assembly proceedings, and other items concerning Newfoundland life and education. The gift was donated by the widow of the late John L. Courage, one of the first five graduates of Memorial, Speaker of the House, teacher, lawyer and civil servant.

Nova Scotia Regional Libraries

The Regional Library Service reports success with its programme of in-service training workshops held at various regional library branches for branch library personnel.

Bookmobile service has also been expanding: regional high schools in Kings Co. are now serviced, and evening stops throughout the county are being increased. The Cape Breton County bookmobile is now in operation, replacing the school deposit system with school door stops.

School of Library Service

The School began its third year in September with an enrollment of 66 students, of whom 14 were returning for the second year of their two-year programme. Approximately 120 students had applied for admission.

Of the 66 students 50 are Canadian citizens and of these 37 are residents of Nova Scotia. Other provinces represented are: New Brunswick, Newfoundland, Ontario, Quebec and Saskatchewan. Other countries represented are: Germany, Hong Kong, India, Singapore, United Kingdom and U.S.A.

The School will offer a Special Course (L.S. 351), *Metropolitan Urban Area Library Services in Canada and Abroad*, in the Winter Term. The course will be taught by Mr. H. C. Campbell, Chief Librarian, Toronto Public Library, who is the current President of INTAMEL (International Association of Metropolitan City Libraries).

Classes will meet from 9:00 a.m. to 12:00 noon on the following dates: January 10-11, January 31 – February 1, March 6-7, March 27-28, 1972. A term paper will be required to be handed in by April 5.

It will be possible to admit a small number of qualified applicants on a credit or audit basis. Applications should be made to Mr. J. C. Harrison, Director, School of Library Service, Dalhousie University, Halifax, by December 30. A fee of \$150.00 is payable for students enrolling for credit; \$60.00 for students taking the course on an audit basis.

The *Monday Lecture Series* will be continued in the Winter Term. Visiting Lecturers will include David Batty (Graduate School of Library Science, McGill University), William Eshelman (Editor, *Wilson Library Bulletin*), William Ready (Librarian, McMaster University), and Rodney White (Head of the Department of Sociology, Trent University). A complete list, including dates and times, will be issued later. Alumni and local librarians are welcome to attend.

Conference

The American Theological Library Association will hold its 26th annual conference, June 19 – 23, 1972 on the campus of Waterloo Lutheran University, Waterloo, Ontario, Canada.

The Keynote speaker will be Frederick G. Kilgour, Director of the Ohio College Library Center. Others addressing the conference include Joseph Becker, a member of the National Commission on Libraries; Helmut T. Lehmann, book editor of Fortress Press; John P. Wilkinson, professor at the School of Library Science, University of Toronto; and Gregory Baum, Catholic theologian from the Pontifical Institute of Medieval Studies in Toronto.

The program committee is headed by Peter N. VandenBerge of Rochester, New York, Vice-President of ATLA. Host Librarian, to whom inquiries about the con-

ference may be directed, is Erich R. W. Schultz of Waterloo Lutheran University.

Reading Stimulation Grant

The Canadian Federation of University Women announce the opening of competition for their annual award of a Reading Stimulation Grant of \$1,000 or two awards of \$500 each, which may be renewed for a second or third year, to be used to purchase children's books for library use in areas in Canada where the library budget is limited and the need is great. It is emphasised that books which will enrich the collection and which, when properly administered, will stimulate reading, must be purchased. The conditions are:

That the staff member in charge of the children's department be a qualified librarian, or, failing that, an experienced children's library assistant working under a qualified librarian; or, the library must be, or be in the process of becoming a member of a Regional Library System directed by a qualified Regional Librarian.

Application forms will be sent on request by:

Mrs. Charles L. Wilson,
121 Owen Street,
BARRIE, Ontario.

The closing date for receipt of the returned application forms is April 15, 1972.



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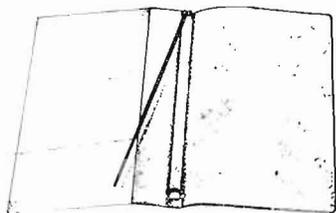
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