

# APLA Bulletin

## The Atlantic Provinces Library Association

Volume 51

Number 1

ISSN 0001-2203

JULY/AUGUST 1987

### CONFERENCE ISSUE

#### HAVE YOU RENEWED YOUR APLA MEMBERSHIP?

Make sure your **Bulletin** will continue to arrive! If you do not have '88 in the upper right hand corner of your mailing label, this may be your last issue! To renew, fill out the tear-out sheet on the last page of this edition of the **Bulletin**....

### LIBRARIANS: ENTREPRENEURS OR BUREAUCRATS?

#### APLA '87 THEME SPEECH BY BEVERLY LYNCH, PAST PRESIDENT OF APLA

by Pat Johnston, Reference Librarian, Harriet Irving Library, University of New Brunswick

Whether or not you consider librarians to be bureaucrats or entrepreneurs is immaterial to Beverly Lynch. Instead, she argued that what is important is that all librarians must be leaders. Dr. Lynch often referred to the "density of administrative competence" in her speech. It is this density of leaders within the library that accomplishes the successful completion of the routine, day to day tasks which are so prevalent, but so necessary in the effective running of a library. Although top managers should pay attention to routine tasks, rarely does this happen. However, the density of administrative competence assumes the load of routine tasks management.

In contrast to the little time spent in dealing with day-to-day tasks, top managers expend considerable time in coping with their environment and in building bureaucracies. Beverly Lynch listed the elements of a bureaucracy as:

1. attention to routine tasks
2. reduction of uncertainty
3. increased predictability
4. centralization of authority

Successful managers learn how to adapt to their varying environments by monitoring their environments and by communication with others about the environment so that, inevitably, change takes place. Beverly Lynch reminded APLA members of the outcry some 25 years ago against the cen-

tralization of cataloguing procedures, but gradually this has happened with libraries relying more and more on computerized cataloguing support systems. She emphasized her point with the story about the frog who will immediately jump out of a pot of boiling water so as to avoid instant death, but who will stay in a pot of cold water which is sitting on low heat even though the end result is the same. Adaptation to the environment and change occur gradually.

Beverly Lynch defined change as the result of relatively stable processes within the organization responding to their environment. Positive change leads to adaptation, while negative change intends to lead to adaptation, but instead, evolves into a crisis which then brings home the problem which lead to the negative change. Dr. Lynch stressed much of what we already know and that is, despite daily power struggles and differences of opinion, the work of libraries does get done and change occurs.

At this point, Dr. Lynch outlined how things happen in the organization, how things go right or wrong and where responsibility is attached. Some students of organizational administration look at the "great man theory" for answers to what makes for success in the organization. Others study top managers to observe the fine balance between those who think they possess considerable personal control, but in fact do not and those who feel no personal control and, subsequently, withdraw and deny any capacity to manage. Beverly

Lynch believes that managers do make a difference. A leader with a vision can direct and influence change. She especially feels that the density of administrative competence is important to the management of a library.

Dr. Lynch concluded her talk with some of her personal thoughts on library management. She does not believe in long range strategic planning. She contends that librarians know where they want to be in five or ten years, but a plan will not necessarily get them there. Plans change. Goal ambiguity may not be a defect, in fact, Dr. Lynch preferred ambiguity in a general way. Too much clarity can be a mistake. To further support her view, Dr.

Lynch argued that conflict is central to an organization. Organizational goals are multiple and may conflict. Staff in different areas of the library run in different directions, but this is not all bad. A leader is able to affect the climate of possible direction for staff. Beverly Lynch reminded APLA of the art form of leadership; leaders make decisions, set rules and interpret the events as they see them. She does not believe that libraries are rigid, but she did see libraries as messy organizations.

Dr. Lynch ended her speech by saying: are librarians bureaucrats? maybe - entrepreneurs? perhaps - leaders? Indeed.

### THE FUTURE OF THE PAST

by Madonna Flemming, Queen Elizabeth II Library, Memorial University of Nfld.

The guest speaker at this presentation was Kenneth Foster, Director General of the Conservation Branch of the Public Archives of Canada. Mr. Foster has been with the PAC for 20 years, and has held the position of Director General since 1986.

Mr. Foster chose to speak on the present care and condition of archival materials, and what the future holds with respect to conservation needs.

First shown was a video which was filmed in 1986 entitled, "A Matter of Time." The video depicted the deplorable state of the

present housing conditions of Canada's paper heritage and the incredible need to improve these conditions while we still can.

After discussing many of the problems attached to the responsibility of caring for archival documents, Mr. Foster showed a slide presentation on the mass deacidification system presently in use at the PAC.

Mr. Foster demonstrated that the future conservation of archival materials looks promising. Later during this year, possibly by the end of the summer, a new Archives Act including provisions for conservation, will be proclaimed providing much needed financial assistance to archives.

Mr. Foster explained that an answer to many of Canada's problems lies in training and research. The Public Archives realizes its responsibility to set a precedent in developing training opportunities for Conservators, but also realizes the need for the cooperation of community colleges.

In the past, research has been completed by individual institutes. The PAC now stresses the importance of exchanging information and lending assistance to institutes, not only in Canada, but around the world.

Following a short discussion Dr. Fred Matthews expressed thanks and appreciation to Mr. Foster for his very informative presentation.

### REFERENCE SERVICES AT NLC

by John White, Regional Librarian, Nfld. Public Library Services

Michael Williamson described the aims of the National Library of Canada's Reference Division for the 25 attendees at the session. He began with a brief overview of the National Library's development since 1953 and the early low profile reference services had within the library. A new reference policy was written in the early '80s with a goal of answering public library questions that would otherwise not be answered. In this way the Reference Division does not try to supplant local or provincial libraries but, rather, supplements their resources.

The National Library now aims at providing a 'Canadian' rather than a general library service. This emphasis on Canadian material was highlighted in Mr. Williamson's talk by descriptions of a new preservation collection of Canadian and several cooperative projects: a Canadian researchers database, a Canadian literature database and CAN CONSPECTUS - a profile of collections held by CARL libraries.

Mr. Williamson described the Reference Division's role as that akin to a 'big public library'. While no restrictions are placed on general users, questions may be redirected

to a more appropriate local or regional library. This is a judgement call. A researcher with a long term project is assigned a reference librarian who may work with the researcher for several years. The Reference Division has access to 700 online databases, but most are American products with little information on Canadian subjects. This lacuna significantly adds to the reference staff's work.

In brief, Michael Williamson described a service which is growing into a reference librarian's reference library.

# APLA BULLETIN

The **APLA Bulletin** is the official organ of the Atlantic Provinces Library Association. The Association seeks to promote library service in the provinces of New Brunswick, Newfoundland, Nova Scotia and Prince Edward Island, to serve the professional interests of librarians in the region, to serve as a focal point for all those in library services in the Atlantic Provinces, and to cooperate with library associations and other organizations on matters of mutual concern.

Annual membership in the Association costs \$15.00 and includes a subscription to the **APLA Bulletin**. Single copies of the **Bulletin** are available for \$3.00.

Submissions for the **Bulletin** (typed double-spaced), news and correspondence should be sent to the Editor. The deadline for submissions is the

first of the month preceding the month of issue, i.e., August 1, October 1, December 1, February 1, April 1 and June 1. All correspondence regarding advertising should be addressed directly to the Advertising Editor, who can provide details of display and classified advertising rates.

The **Bulletin** is indexed in **Library and Information Science Abstracts** and **Canadian Periodical Index**. Back volumes are available from University Microfilms, Ann Arbor, Michigan, U.S.A. 48106.

Andrea John is the Editor of the **Bulletin**, Susan McLean is the Managing Editor, and Laura Jantek is the Advertising Editor.

## THE APLA EXECUTIVE 1987 - 88

### President

Joy Tillotson  
CISTI  
Marine Dynamics Branch  
St. John's, Newfoundland

### Vice-President/President-Elect

Gwen Creelman  
Ralph Pickard Bell Library  
Mount Allison University  
Sackville, N.B.

### Vice-President/New Brunswick

Gerard Lavoie  
Centre Universitaire  
St. Louis Maillet  
Edmunston, N.B.

### Vice-President/Newfoundland

George Beckett  
Queen Elizabeth II Library  
Memorial University of Newfoundland  
St. John's, Newfoundland

### Secretary

Suzanne Sexty  
Queen Elizabeth II Library  
Memorial University of Newfoundland  
St. John's, Newfoundland

All correspondence to the Association should be addressed to the appropriate officer, c/o School of Library Service, Dalhousie University, Halifax, Nova Scotia, B3H 4H8.

### Past-President

Richard Ellis  
Queen Elizabeth II Library  
Memorial University of Newfoundland  
St. John's, Newfoundland

### Vice-President/Membership

Susan Collins  
Ward Chipman Library  
University of New Brunswick  
Saint John, N.B.

### Vice-President/Nova Scotia

Jerry Miner  
Library  
Nova Scotia Agriculture Station  
Kentville, N.S.

### Vice-President/Prince Edward Island

Bill Masselink  
Confederation Centre Public Library  
Charlottetown, P.E.I.

### Treasurer

Elaine Toms  
Library, Bedford Institute of  
Oceanography  
Bedford, N.S.

### TO THE EDITOR

A couple of years ago I wrote complaining of the lack of library jobs for non-students. The situation, at least in the Halifax area, has not improved.

I enjoy no work more than cataloguing books. Unfortunately, no library seems to want this service. Or, if so, no one is willing or able to pay decently for it.

Too often the demand is for experience with automated systems; the question is how to get such experience. Taking a course is not sufficient. Only students and new graduates are hired on the basis of knowledge and allowed to gain experience on the job. When are the rest of us going to be given equal consideration?

Having grown tired of working for minimum wage and frustrated by the lack of opportunity, and having no chance to gain the kinds of experience I need, I have had no choice but to return to clerical work. But I still would rather be cataloguing books.

I'd like to hear from others, if any, in the same situation, especially if they have any helpful advice that I haven't already tried. It would be comforting to know there are other ex-librarians who have also been forced out of the library field.

Charmaine Wood

### TO THE PAST PRESIDENT

Richard Ellis,  
Queen Elizabeth II Library,  
Memorial University of Newfoundland,  
St. John's,  
Newfoundland

Dear Mr. Ellis:

I am writing on behalf of the Interest Group on Library Services for Persons with Disabilities of the Canadian Library Association. As a network we are interested in contacting others with similar interests. We would like to know whether your library association has a committee, guild, or interest group for this area of service. If so, please let me know the name of the contact person. If so, interested persons can contact me regarding our terms of reference, newsletter, and CLA conference activities.

Thank you.  
Regards,

Maureen Perez,  
Interest Group Convenor,  
c/o Metropolitan Toronto  
Reference Library,  
789 Yonge Street,  
Toronto, Ontario  
M4W 2G8.

# From The President's Desk

Joy Tillotson

The only problem with having such good attendance at the conference was that I couldn't possibly meet everyone. So, to those who were at the conference whom I didn't meet and to those who weren't able to attend - hello! As have other presidents, I will be using this column to tell you about my activities during the year and those of the executive.

To those of you who weren't at the conference, I offer my condolences. You missed one of the best. The workshops were good, the meetings productive, the social events were pleasant and the whole conference was well organized and smoothly run. Next year's meeting will be held jointly with the Canadian Library Association meeting in Halifax in June which should be interesting. Inquiries are starting to find a location for the 1989 conference which will be the next regular one.

The actions being taken by the executive following the AGM include:

- writing to the federal Minister of Justice to urge reconsideration of Bill C-54, the "pornography bill"

- forming a special committee to consider APLA's response to the report of the CLA Presidential Commission on Organization (CLAPCO). So far, Elizabeth Hamilton and Gwen Creelman have agreed to be members of this committee;

- forming a special committee to look the means by which increased use of loose life paper in book publishing in Canada may be achieved;

- contacting library associations and librarians in each province in the region to discuss about APLA's relationship with them, especially in light of CLA's possible reorganization.

Further news on these items will appear in forthcoming **Bulletins**.

The fall executive meeting will be September 26 and 27. We will be considering applications for money from the General Activity Fund then, so get your applications in if you want money for workshops or other activities this fall.

The special committee on the response to CLAPCO will be making its first report at the fall meeting. All members should be preparing to help this committee by reading the CLAPCO report (available from Susan Collins, Vice-President, Membership) and thinking especially about recommendations 5, 6, 29-31, 34, 39, 43, 47 and 83. Recommendations are not specific about what financial arrangements would exist for the new CLA or about the extent to which regional autonomy would be preserved. Your opinions about matters such as this will be vital to the special committee's work to formulate an APLA response to the CLAPCO recommendations.

## BOOK MENDING AND REPAIR WORKSHOP

by Priscilla Ykelenstam, Prince Edward Island Provincial Library

This two-day preconference workshop led by Harold Holland (Conservator, New Brunswick Provincial Archives) attracted participants — ranging from a volunteer to a conservator — representing all types of libraries: school, public, university, and special. Mr. Holland told us right at the outset this would be a practical, hands-on session. We soon learned how intensive and thorough it would be — many of us returned after supper Monday evening to work until 9:30 p.m.!

On Monday morning, after a short introduction which informed us that techniques in the field are constantly changing, we went straight to work. Procedures built, one upon the other, in a logical progression. We learned how to test for the grain of paper and were taught the basic construction of a book. Each of us then made our own pamphlet from scratch. Next we practiced tightening shaken (loose) hinges. Mr. Holland emphasized that many major repairs could be avoided by employing this preventive maintenance technique. The remainder of the day we applied hollow tubes; used double stitched library tape; attached new spines; and relined the backs of book blocks.

Thursday morning saw us guarding signatures with Japanese tissue paper as well as attaching loose signatures to the book block using sewing processes. Applying new mull (supers) and new endsheets were also introduced. After lunch, Mr. Holland detailed various book repair and commercial binding options that could be applied in a variety of situations. Included among these were: centre sewing, oversewing, doublefanning and Mekanotch bindings, in-house repairs, mylar encapsulation and boxing.

All in all this was an informative session which gave participants a foundation in using basic techniques in their own work place. Tips abounded on tools and supplies necessary to do repairs. Handouts included names and addresses of suppliers, a bibliography and directions for constructing book wrappers.

Thank you Mr. Holland for your patience and firm and untiring efforts to keep us on the right track.

John Coutts Library Services Ltd.

Your Library Source  
for Books

6900 Kinsmen Court  
P.O. Box 1000, Niagara Falls,  
Ontario, Canada L2E 7E7



COUTTS

Call: (416) 356-6382 Collect  
Toronto: (416) 364-9919  
Telex: 061-5299

## RESOLUTIONS COMMITTEE REPORT

The following resolutions have been submitted for consideration at the Annual General Meeting:

- 1) WHEREAS, Bill C-54 is contrary to the Canadian Library Association Statement on Intellectual Freedom, adopted by APLA; and  
 WHEREAS, The broad definitions of erotica and pornography (section 138) could apply to significant portions of library collections; and  
 WHEREAS, The burden of proof of innocence (section 159.1) could have serious implications for libraries and their means of providing library services; and  
 WHEREAS, The proposed changes to section 164 could affect provision of library services through the mails;  
 RESOLVED, That APLA write to the federal Minister of Justice expressing strong objection to changes in the Criminal Code contained in Bill C-54, and urging its serious reconsideration.  
 Moved by: Andrew Poplawski  
 Seconded by: Lloyd Melanson
- 2) WHEREAS, Most books published in Canada use acidic paper, which has limited useful life; and  
 WHEREAS, The technology is now available to produce alkaline paper, with a much longer useful life; and  
 WHEREAS, Libraries are now having to restrict the use of books in which the paper has deteriorated to the point where they can no longer be used for regular circulation;  
 RESOLVED, That APLA establish a special committee to look into the means by which increased use of longer-life paper in book publishing in Canada may be achieved, and  
 BE IT FURTHER RESOLVED, That the committee report to the 1988 Annual General Meeting.  
 Moved by: Alice W. Harrison  
 Seconded by: Karen Smith
- 3) RESOLVED, That the appreciation of the Atlantic Provinces Library Association be extended to:
- i) The Saint John library community for hosting the 1987 Annual Conference;
  - ii) The exhibitors for their presence and support of the conference;
  - iii) The sponsors who have contributed in many ways to the success of the conference:
    - Baker & Taylor
    - Canada Council
    - Canadian Imperial Bank of Commerce
    - City of Saint John
    - John Coutts Library Services
    - Dalhousie University,
    - School of Library and Information Studies
    - A Friend of APLA
    - Ganong Brothers Ltd.
    - Nicholas Hoare Ltd.
    - Irving Oil Ltd.
    - Lehmann Bookbinding Ltd.
    - Market Square Development Ltd.
    - National Library of Canada
    - New Brunswick Library Service
    - New Brunswick Library Trustees Association
    - Province of New Brunswick
    - Public Archives of Canada
    - Scarecrow Press
    - Smith, Irwin & Conley
    - Statistics Canada
    - 3M Canada Limited
    - University of New Brunswick, Saint John Campus
    - Wallaceburg Bookbinding
  - iv) The Speakers, panelists and other contributors to the conference programme;
  - v) Françoise Hebert and Wanda Noel for conducting the Pre-Conference Canadian Library Association Seminar on Copyright;
  - vi) Dr. Beverley Lynch, University of Illinois at Chicago, for delivering the keynote address;
  - vii) The National Library of Canada and the Public Archives of Canada for providing for the attendance of workshop leaders and speakers for the conference;
  - viii) The 1987 Conference Planning Group of Susan Collins and Ian Wilson (co-conveners), Dennis Abblitt, Tanya Buckley, Howard Cogswell, Barbara Cowan, Andrea Cunningham, Ken Duff, Pauline Giberson, Bill Kerr, Leslye McVicar, Dewan Sachdeva, and Eileen Travis for their outstanding efforts in organizing the 48th Annual Conference of the Atlantic Provinces Library Association.

Moved by: Lloyd Melanson  
 Seconded by: Charlotte Dionne

Respectfully submitted,  
 Charlotte Dionne  
 Ken Duff  
 (Resolutions Committee)  
 May 31, 1987

## Atlantic Provinces Library Association Budget 1987-88

Item	1986-87 Budget	1986-87 Actual	1987-88 Budget
<b>I. REVENUE</b>			
1. <u>Bulletin Fund</u>			
a. Advertising	2200	2928.51	3000
b. Back Issues	---	---	---
c. Royalties, etc.	40	207.55	50
d. Subscriptions	2000	941.22	2000
2. <u>Conference Fund</u>			
a. Receipts	2780	7573.24	2000
b. Seed Grant Repayment	500	1260.00	500
3. <u>General Fund</u>			
a. Membership Fees			
i. Personal	4500	5640.00	5500
ii. Institutional	---	---	2100
b. Other			
i. Interest	1495	1547.97	375
ii. Miscellaneous	10	1116.45	50
iii. General Activities Fund	500	754.09	500
iv. Transfers from invested funds	1000	---	---
4. Previous year's surplus	1735.28	2112.49	4447.90
Revenue Total	16,760.28	24,081.52	20,522.90
<b>II. EXPENDITURE</b>			
1. <u>Bulletin Fund</u>			
a. Packaging, phone, etc.	900	431.18	450
b. Printing	4400	5952.27	6000
c. Postage/shipping	1450	1662.89	2100
2. <u>Conference Fund</u>			
a. Expenses	1500	378.37	500
b. Seed Grant	500	500.00	500
3. <u>General Fund</u>			
a. APLA prize	100	100.00	100
b. Executive travel			
i. CLA council meetings	600	445.60	600
ii. APLA Executive meetings	4800	4122.18	4300
iii. presidential travel	---	---	600
c. Membership (CLA & BPDC)	203	206.12	210
d. Office expenses			
i. automated lists	200	148.50	2000
ii. postage	400	118.00	150
iii. student assistant	160	160.00	160
iv. supplies, phone, etc.	1330	826.51	500
e. Executive Committees			
i. Aims & Objectives	30	---	30
ii. Bulletin Management Board	30	---	30
iii. Committees and Interest Groups	30	---	30
iv. Finance	30	---	30
v. Membership	600	239.73	500
vi. Merit Award	100	---	100
vii. Nominating/Election	300	439.49	325
f. Standing Committees and Interest Groups			
i. APLA Memorial Awards	30	20.00	30
ii. Intellectual Freedom	50	18.61	30
iii. Publications	1025	872.20	1500
iv. Community College	---	---	100
v. Conservation	125	122.97	190
vi. Trustees	30	---	30
vii. Library Instruction	130	77.65	150
viii. Library Technicians	175	114.23	175
ix. Collections Development	50	29.98	75
h. General Activities Fund	2000	1846.80	2000
i. Miscellaneous	500	800.34	500
TOTAL EXPENDITURES	21,778.00	19,633.62	23,995.00
(DEFICIT) / SURPLUS	(5,017.72)	4,447.90	(3,472.10)

## BULLETIN MANAGEMENT BOARD ANNUAL REPORT May 28, 1987

With the appointment of the new Bulletin team: Judy Reade, Editor; Susan Maclean, Managing Editor; and Judy Dunn, Advertising Editor, the APLA Bulletin moved to Halifax for its 50th volume. As with most relocations, the Bulletin experienced some initial problems adjusting to a new printer which resulted in delays with the distribution of some issues. Despite these problems, the team should be commended for their substantial issues.

The Bulletin generated \$4077.28 in revenue in 1986-87 and \$8046.34 was spent on it. The cost of \$3969.06 to the Association was more than the requirement of 50% of membership fees referred to in the APLA Constitution, By-laws, Article 1, Section 11, (e). The costs of producing the Bulletin have increased on average from \$700 per issue for vol. 49 to \$1000 per issue for vol. 50.

Acquiring tax-exempt status was in-

vestigated. But according to Nova Scotian law, only provincial, municipal and native agencies or organizations are exempted from paying sales tax; religious and charitable organizations may receive rebates. Non-profit organizations are not eligible. In general, only capital expenditures may be exempted. As the Bulletin's expenditures are operational, the issue was not pursued.

An application for second class postage was submitted to Canada Post. If our application is accepted, the postage costs will be reduced by 90%.

Judy Reade and Judy Dunn resigned their positions with the end of Vol. 50. The Board has recommended that Andrea John be appointed Editor and Laura Jantek be appointed Advertising Editor.

Respectfully submitted,  
 Elaine Toms  
 Treasurer

## IN MEMORIAM

**PHYLLIS R. BLAKELEY, CM; D. Litt.; LL.D.**  
by Maud Godfrey

On the death, October 25, 1986, of Dr. Phyllis R. Blakeley Nova Scotia librarians lost a knowledgeable, dependable friend and advocate. Her substantial body of historical writing, such as *Nova Scotia: a Brief History*; *Glimpses of Halifax* and her many contributions to scholarly journals, popular magazines, encyclopedias and the *Dictionary of Canadian Biography* constitute an invaluable source of reliable information about Nova Scotia and Nova Scotians for which reference librarians have frequent cause to be grateful.

Phyllis Blakeley cared deeply about Nova Scotia's heritage and the importance of saving it for future generations. She had a great gift for locating material and would say we should collect things while they are plentiful and not wait till they have disappeared to realize they should be saved. Because of the high regard in which she was held throughout the province the Public Archives of Nova Scotia has received many valuable collections which might otherwise have gone

**EDITH MARGARET  
MacALLISTER**  
by Eric Swanick

Mrs. Edith Margaret MacAllister, New Brunswick author, historian, genealogist and librarian died at her home in Newcastle on January 27th 1987. She was a noted authority on the genealogy of early New Brunswick families and wrote several historical accounts of the Miramichi region.

**SISTER FRANCIS DOLORES  
DONNELLY,**  
B.A., M.L.S., PhD. (1914-1987)  
by Sister Helene Darte

For over forty years Sister Francis Dolores Donnelly distinguished herself in the broad field of library work. As a young Sister, from 1940 to 1950, she did pioneer work in adult education, in school and children's library work, working in close collaboration with Dr. James J. Tompkins of the Antigonish Co-operative Movement. It was this pilot library project that led to legislation in 1948 for a tax-supported regional library system in Nova Scotia which was implemented in 1949. During the years of this pilot project, a school library was the first in the province of Nova Scotia to be organized by a professional librarian and supported by school board funds.

Sister Francis Dolores attended the University of Toronto School of Library Science where she was awarded her Master of Library Science degree. She subsequently returned to Mount Saint Vincent University library as Chief Librarian. Under her the library was extended, the collection enriched, the staff increased and a true research collection begun.

In 1968 Sister Francis Dolores enrolled in the doctoral program of the Graduate School of Library Science, University of Illinois, and was the first recipient of the prestigious CLA/Howard V. Phalin Graduate Scholarship in Library Science. After

elsewhere.

A founding member of Heritage Trust of Nova Scotia and president 1976-1978, Phyllis was active in its major causes such as the preservation of views from the Citadel, the Granville Street buildings, the Prince and Hollis buildings and the environs of the Public Gardens. Many City Council decisions were influenced by her speeches, her precise knowledge, her deep commitment and her sparkling wit. She had her facts right, and she expressed them clearly with a brilliance and humour that won respect and turned aside animosity.

Born and educated in Halifax, Phyllis graduated from Dalhousie University in 1942 with a B.A. in English and History (with distinction) and in 1945 with an M.A. in History. Dalhousie awarded her an honorary Doctor of Civil Laws degree in 1977 and she received an honorary Doctor of Letters from St. Mary's in 1983.

Phyllis Blakeley will be remembered with love and respect on many levels of Nova Scotian society for a very long time to come.

She was a former librarian at the Old Manse Library and a founding member of the Miramichi Historical Society. In 1980 she wrote *The Old Manse Library, Newcastle, New Brunswick: the boyhood home of Lord Beaverbrook*.

the completion of her doctoral studies in 1971 she joined the Faculty of Library Science, University of Toronto. She helped to design and taught several courses in the doctoral programme which was established in 1971 and served for three years as Chairman of Doctoral Studies.

Sister Francis Dolores was the author of *The National Library of Canada* and contributed numerous articles and chapters of books on the subject of national library trends and services.

Sister was active in professional associations - the Halifax Library Association, the Atlantic Provinces Library Association, the Canadian Library Association, the American Association of Library Schools, the Canadian Association of Special Libraries and Information Services.

A colleague who had known Sister Francis Dolores for many years spoke of "her delightful personality, her careful scholarship, her attention to detail, her ability to keep a deadline, and her deep and abiding interest in librarianship, both as a profession and as a science."

Sister Francis Dolores Donnelly died Thursday, January 8, 1987 at the Mount St. Vincent Motherhouse, Halifax.



Shown above (left to right): Patricia Fleming, President of the Bibliographical Society of Canada; Professor Douglas Lochhead, retiring Director of the Centre for Canadian Studies, Mount Allison University; and Harry Bruce, author, journalist and guest speaker at the symposium's closing banquet.

## MOUNT ALLISON APPOINTS FIRST WRITER IN RESIDENCE

Mount Allison University is pleased to announce the appointment effective July 1, of Douglas Grant Lochhead as Mount Allison's first Writer in Residence. Professor Lochhead is a well-known poet, bibliographer and editor. He currently occupies the Edgar and Dorothy Davidson Chair in Canadian Studies and serves as Director of the Centre for Canadian Studies at Mount Allison. He will be retiring from both positions in July.

Douglas Lochhead has an extensive list of publications, including 13 volumes of poetry, of which *High Marsh Road* was short-listed for the Governor-General's Award in 1980. His most recent collection of poetry, *Tiger in the Skull*, was released late last year. He has also edited numerous

books and reprint series, including *Literature of Canada series, Poetry Prose in Reprint*, 21 volumes, (1972-83) *Toronto Reprint Library of Canadian Prose and Poetry*, 50 volumes, (1973), selected poems of Bliss Carmen and Ian Campbell Scott.

Professor Lochhead was educated at McGill University, (B.A.), and the University of Toronto, (M.A.), and returned to McGill to complete his Masters in Library Science.

Douglas Lochhead is a Fellow of the Royal Society of Canada, and winner of the Queen's Silver Medal in Bibliography, the Marie Tremaine Medal of the Bibliographical Society of Canada.

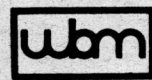
## MOUNT ALLISON UNIVERSITY HOSTS SUCCESSFUL SYMPOSIUM

Nearly 100 librarians, bibliographers, book publishers, booksellers and academics attended Mount Allison University's 1987 Anchorage Symposium, held March 27 and 28. The subject of the symposium was "Printing and Publishing in Atlantic Canada, 1751-1987".

The symposium provided an overview of

printing and publishing in the Atlantic region, from its beginnings in the 18th century, through the publications of Temperance Press in the 19th century to the publishing industry today.

In conjunction with the symposium executive of the Bibliographical Society of Canada held meetings at Mount Allison



## WALLACEBURG BOOKBINDING & MFG. CO. LTD.

1000 MICMAC BOULEVARD  
UNIT 314  
DARTMOUTH, NOVA SCOTIA  
B3A 4M7  
PHONE (902) 466-3770

BRYAN WATSON — SALES CO-ORDINATOR

SERVICE DOOR TO DOOR

# CONFERENCE REPORTS

## THE CHALLENGE OF PROGRAMMING FOR YOUTH

by Lynne Cook, Scotia-Fundy Regional Library

For those interested or involved in programming or "attempts" at programming for teens, the session entitled "Towards the Future: The Challenge of Programming for Youth" gave a very realistic view of the goals, problems, rewards and risks involved.

The well-attended session consisted of a joint presentation. Trina O'Brien Leggott of York Regional Library outlined the theoretical aspects of planning programmes for teenagers, while Kerri Davis, Librarian, Oromocto Public Library related her recent experiences with programming for teens.

Trina began by defining the teen group to be served as young people between the ages of 12 and 18. She pointed to the fact that this age group is often poorly served by the public library system and the community as a whole. Little of library staff time or library building space is devoted to teens. The YA Collection is often squeezed in with the adult collection. Library staff frequently resent the presence of teenagers in the library and look on them as a nuisance.

Trina pointed out that once a public library decides it will indeed provide programming for teens, a number of questions have to be considered and answered. Why service teens? What are the goals & objectives of programming for teens? What is important to teens? What programs would appeal to them? When programming for teens has been tried, evaluate it. Were objectives met?

Trina stressed the importance of designing programmes that would promote reading. She suggested book talks, story-telling and the setting up of a Young Adult Advisory Committee which would work towards promoting reading among peers.

Kerri began the description of her recent five-trial programmes for teens by outlining the teen scene in Oromocto, N.B. Juvenile delinquency is high, there is a lot of poverty, and teenagers generally are made to feel unwelcome in many parts of the community. Sports activities are often the only form of recreation available to them.

The community was surveyed and once it was agreed that the need was there, the next step was to decide what programmes would be provided for teenagers; when, where, and how many. Here the library staff needed to know the likes and dislikes of the teens. Also, goals or desired outcomes of the programming for teens had to be determined.

The five trial programmes consisted of a fashion show, live entertainment by a local band, hair care and styling, fitness and nutrition and a talent show. The five programmes were all popular with the teens and in several instances had attracted many more participants than expected.

Kerri stressed in her talk the importance of good scheduling and publicity, the use of community volunteers, and the likelihood of problems arising. She also emphasized the need for a library staff with lots of energy, patience, time and commitment.

Oromocto library staff evaluated the five-trial programmes and felt their goals had been met. More teens were coming into the library and were more productively using its

facilities. They were now reading periodical literature and there was better rapport between teens and library staff. Some firm friendships had been made. The decision to continue programming for teens was agreed upon.

Kerri ended with a short slide show showing the trial programming in action. The session ended with a short question and answer period.

## THE FUTURE OF LIBRARY SCHOOL EDUCATION

by Suzanne Janes

The future of library school education, as predicted by Dr. Norman Horrocks in the APLA Conference session on "The Future of Library Schools," will be characterized by changes affecting the leadership of library schools and their ability to deal with internal and external operational pressures. Planning is important to ensure that new technical skills are taught, in response to the recognition of innovations that will propel the profession forward. Although library school educators are familiar with the process of accreditation, the increasing emphasis on accountability or costing of services will necessitate that library schools define mission statements, and procedures for their achievement.

Today, more and more library schools are aligning their academic goals with those of the surrounding university environment in order to gain budgetary and research support through involvement in the total academic political climate. This internal pressure, which has already resulted in the reorganization of many library schools, ie. school name changes, interdisciplinary programme approach, etc., is balanced with the external pressure from ALA's Committee on Accreditation. Reasons for the closures of fourteen U.S. library schools over the past eight years perhaps explains the need for some of these reorganizational tactics - isolation on campus, exclusive goals and objectives, lack of research activities and poor local support from school alumni and outside faculty.

Librarians are also realizing that libraries no longer hold a monopoly on information services. The private sector has stepped in through on-line vendors, bibliographic utilities, etc...Competition for communication services, combined with the changing nature of users served, is altering the role of libraries. The growth of "grey" literature to provide research information to the growing number of smaller, specialized branches of knowledge affects the question of the education and training of librarians. Programme specialization, level of teaching and recruitment are library school issues which must be addressed in this new light. The life of the MLS cannot be guaranteed. New knowledge must be imparted through on-the-job training and CE programmes - an avenue of library education which the speaker deems largely a disappointment, to date.

Each library school must assess its own political academic environment and level of formality in planning for change, in order to ensure a well-prepared future for library education.

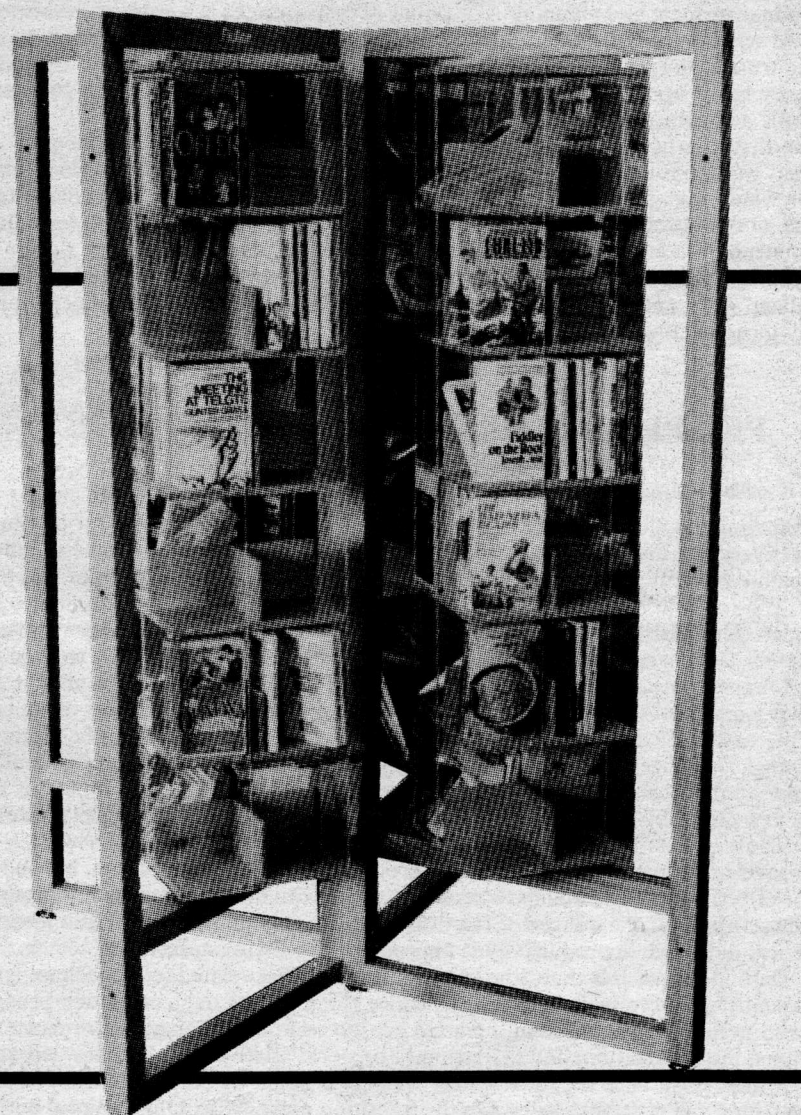
Following this formal presentation, Dr. Horrocks invited an informal discussion of related topics of concern from the audience.

## Paperback Display Centre II

- Beautiful natural oak wood finish
- Free standing tower
- Two rotating carousels
- 300 paperback capacity
- Expandable with single add-on units of 150 capacity each

# CARR McLEAN

YOUR CANADIAN LIBRARY SUPPLY COMPANY  
461 Horner Avenue, Toronto, Ontario M8W 4X2 (416) 252-3371



## FUTURE OF PUBLIC LIBRARY LEGISLATION

by Eunice Stringer, New Brunswick Library Service

The session on library legislation was given by Pearce Penney, Chief Provincial Librarian, Newfoundland Public Library Services. It was attended by provincial library directors, regional librarians, trustees and public library librarians who share a common interest on public library legislation as it affects all aspects of public library service.

Mr. Penney gave an overview of public library legislations across Canada. Since the beginning of the decade, there has been heightened interest in new library legislations because the majority of the provinces have finished their first phase of public library development, i.e. regionalization. Coupled with the tremendous advance in technologies, there is the need to provide more services more efficiently, to clarify the responsibilities of the boards, provincial, regional and municipal agencies, and to ensure equitable funding. New legislations are required to provide public libraries the necessary mandate to realize their goals.

To date Alberta, Saskatchewan and Ontario all have newly revised library acts and two other provinces are currently reviewing their existing legislations. Newfoundland started the process in 1985 and the new library act will become law imminently.

Mr. Penney used the Newfoundland case to demonstrate how to bring about a new legislation stressing the importance of starting from the grass roots, explaining the role of the trustees and last but not the least the management's role in a very political situation. He also pointed out that the trend is towards regulations rather than statutes as regulations, which are more easily incorporated and provide more flexibility in a constantly changing library environment.

Far from being the "driest" subject as he himself suggested, Mr. Penney made library legislation interesting. His talk was organized, informative and laced with a sense of humour. A most worth-while session!

## CLA TRUSTEES WORKSHOP

by Harold McCullagh, Trustee, Saint John Public Library

The seminar was divided into four sessions, two in the morning and two in the afternoon. Attendance figures at the four sessions spotlighted a minor problem affecting all-day seminars for people who may have to travel long distances to attend. Respective numbers at each of the four sessions were 44, 48, 51 and 40.

Mrs. Benyei introduced her agenda for the day and invited participants to discuss in groups possible additions to the program. She then asked the same groups to take the unlikely model of a banana, and to list positive and negative qualities and attributes to be found in this rather uninspiring fruit. This was followed by an invitation to consider how many of these positive and negative qualities were also to be found in trustees, whether as individuals or taken as a "bunch." This brought out such ideas as needing time to mature, versatility, easily bruised, good value to the community, firm texture (the need sometimes to take a firm stand), bunched together (the need for good teamwork) — and many more. This exercise showed that a good board is no accident, and that a good process must be established to ensure that the best people available are appointed to any board.

The second session made considerable use of the "Effective Trustee Handbook" which many participants found to be an exceptionally informative and comprehensive guide to management and planning. The public library was seen as a trust with a responsibility to serve every individual in the community, and the role of the trustee is to see that the trust is fulfilled. The session ended with ideas on the development of plans, necessarily based upon the organization's mission or purpose, its individual goals and its specific and measurable objectives.

In the first afternoon session the development stages from mission statement to action plans were considered in further detail. Participants were then divided into groups, each of which was given a problem situation which might occur in any board's experience, and some of which had actually occurred. Each group was asked to formulate a recommendation and to present it assuming the role of a board.

The presentation continued into the fourth session and Mrs. Benyei finished the day's proceedings with some useful suggestions on various aspects of management, particularly those relating to financial control.

## PEOPLE IN THE ELECTRONIC OFFICE

by Elaine Morton, Provincial Books by Mail (Newfoundland)

Automating the modern office is a complex and anxiety-prone activity for organizations of every size and structure. Carol Darling, Director of Modern Business College Ltd., painted a clear picture of both the obvious and more hidden aspects of this process.

All managers realize the need for systems and cost analysis to prepare for purchase of a computer system and prevent a fragmented, trouble-shooting approach to automation. However, fewer expect the very structure of the office to change until it approaches a diamond shape rather than the traditional pyramid. The number of support staff, the nature of their duties, and the lines of communication will all be affected. Technological change since the advent of the typewriter has led to increasing specialization and compartmentalization of duties; further automation of office functions will lead to new directions in work flow. Some businesses have moved into a team approach rather than "assembly line" work flow.

Managers are under pressure to increase productivity in the office setting, but should aim for effectiveness. The ability to produce twice the number of memos says nothing for the usefulness of the exercise. Effectiveness is the only meaningful output measure for clerical duties while productivity is appropriate for the manufacturing sector.

Ms. Darling emphasizes that "the key challenges are not related to the technology." Staff members need to be included in the entire planning and implementation process. They also need to be reassured in the areas of: job security, training, performance expectations, job satisfaction, and maintenance of status relative to their fellow workers. Without this reassurance the far-reaching changes brought by automation will be seen as threatening and resistance will make the transition more difficult and painful both at the individual and at the organizational levels. The challenge is to devise an organization-wide office technology including all these elements in the planning.

## THE PUPPET POTENTIAL

by Ruth Bray, Albert-Westmorland-Kent Regional Library, New Brunswick

As fourth-year Education students, Kathy Atkin and Lorraine Krahn of Winnipeg worked on a project exploring two favourite topics - puppetry and children's literature. Since then, they have presented workshops on using puppets as a teaching tool, produced and presented a wide variety of puppet shows and, recently, published *Le français sans souci* for teachers of French as a second language. On May 30, 1987, Kathy Atkin presented a two-part puppetry workshop at the APLA Conference.

Beginning with the concept that puppetry is an effective and fun way to introduce children to literature, Atkin reviewed many of the techniques, skills, and basic puppetry principles needed by potential puppeteers. In addition, valuable hints popped up throughout her presentation.

Slides, videotapes and numerous sample puppets brought Atkin's presentation to life, demonstrating clearly not only her techniques but also the universal appeal of puppets.

In addition to showing a quick and simple method for making papier maché hand puppets, she demonstrated how easily foam puppet heads can be made. A most effective show can also be produced with shadow puppets. With off-white broadcloth stretched across the stage opening, lighting from behind, card puppets with moveable limbs, and appropriate music, a ballet, a nursery rhyme, or an entire story can be presented in shadow. A videotape of a Grade Six production exemplified the possibilities - five scenes presented ancient Egypt from creation through a very lively dance using the popular song "Walk like an Egyptian". One of the students involved came up with an adaptation to make the puppets' necks move back and forth.

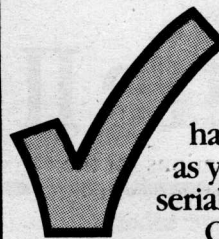
Atkin's presentation was aptly titled "The Puppet Potential". I have come away with enough notes and inspiration to keep me happily exploring the many possibilities of puppetry for a long time.

## APLA Memorial Awards

The Memorial Awards Committee wishes to extend its congratulations to Arthur M. Smith, head of Cataloguing, Patrick Power Library, Saint Mary's University, and to Marguerite Jones, a librarian in the Information Services Division, Queen Elizabeth II Library, Memorial University of Newfoundland. Arthur and Marguerite share the 1987 APLA Memorial Award for 1987.

Arthur requested and was awarded \$100.00 to help defray the expense of attending the second National Newspaper Colloquium in Vancouver in June 1987. Marguerite has been granted a sabbatical leave and will be travelling to Spain in order to compile a bibliography of published materials related to voyages of Spanish Basques in the North Atlantic. The Committee awarded her \$500.00.

## Partnership.



That kind of attitude and approach is one of the keys to any successful working relationship. That's the approach EBSCO will take in handling your account—working as your partner in professional serials management.

Our regional representatives are readily accessible when you need them. They understand your needs and concerns and can provide you with customized support to make your serials management more effective and less time-consuming.

Call or send the coupon for more information. Then talk with an EBSCO representative. We think you'll find that EBSCO's professionals can help you do your work more professionally.

After all, that's what partners are for.



### Tell me how you can help, EBSCO.

- Send your free booklet explaining how EBSCO's Monthly Claim Checker® can help make claiming missing issues easier.
- Send your free 32-page brochure explaining all of EBSCO's serials management services in detail.
- Have my regional representative call me for an appointment at my convenience. My number is ( ) \_\_\_\_\_

NAME \_\_\_\_\_

TITLE \_\_\_\_\_

LIBRARY/ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_

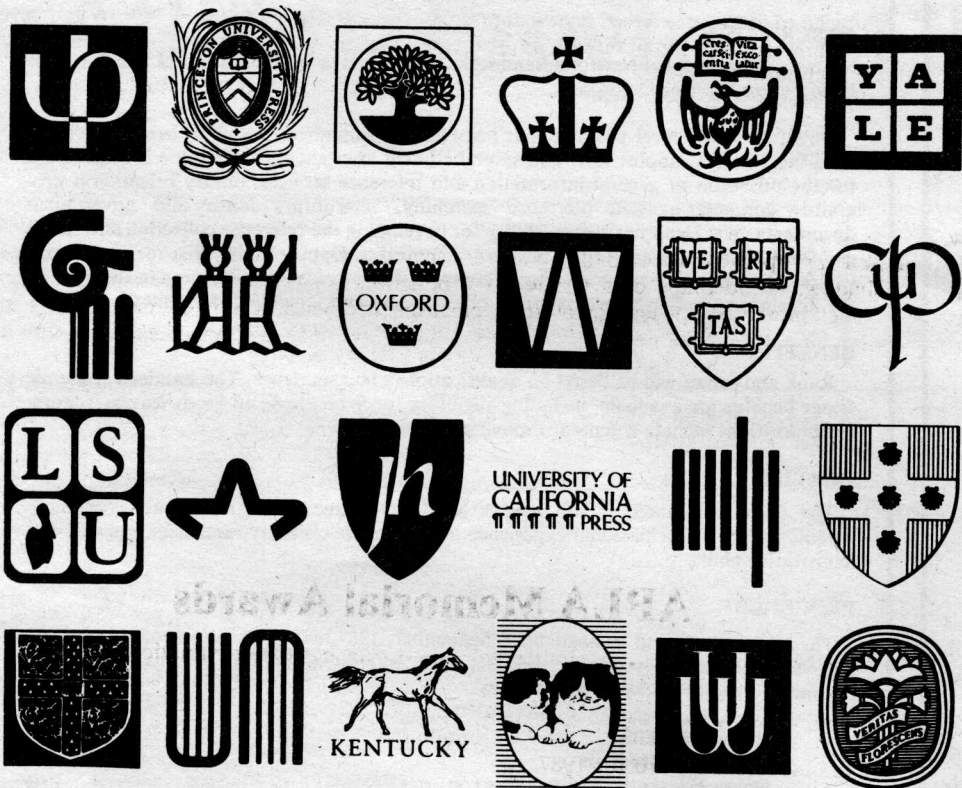
CITY, STATE, ZIP \_\_\_\_\_

Your Professional Partner in Serials Management

70 McGriskin Road  
Scarborough, Ontario M1S 4S5  
Canada  
416/297-8282

 **CANEBSCO**  
SUBSCRIPTION SERVICES LTD

# Baker & Taylor: Summa Cum Laude with 196 University Presses.

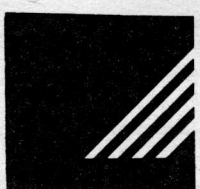


Traditionally, Baker & Taylor has won highest honors for covering the publishing output of 196 University Presses. This tradition is upheld by the expertise of our staff academic librarians and our outstanding service. Our academic library customers rely on us to fulfill orders accurately and immediately from our on-hand inventory. We also search for and supply those hard-to-locate titles not immediately available. Our Approval Program carries the best reputation in the academic library community. And, Baker & Taylor's DIRECTIONS, a monthly announcement journal of scholarly works, is considered to be the most comprehensive publication of its type.

Shouldn't you join the growing number of academic institutions that look to Baker & Taylor for professional service and support? For complete information on how we can assist your collection development professionals, contact the Baker & Taylor division nearest you. For academic books and services, Baker & Taylor is at the head of the class.

**BAKER & TAYLOR**  
a GRACE company

EASTERN DIVISION, 50 Kirby Avenue, Somerville, NJ 08876. Customer Service toll-free: 800-526-3811, 800-352-4841 (In NJ), 800-524-2486 (In Canada) MIDWESTERN DIVISION, 501 South Gladiolus Street, Mokenca, IL 60954. Customer Service toll-free: 800-435-1845, 800-892-1879 (In IL), 800-358-9148 (In Canada) SOUTHERN DIVISION, Mt. Olive Road, Commerce, Ga 30599. Customer Service toll-free: 800-241-6000, 800-282-6850 (In GA) WESTERN DIVISION, 380 Edison Way, Reno, NV 89564. Customer Service toll-free: 800-648-3944, (702) 786-6700 (In NV, call collect) In Canada, call: (702) 786-6700



## INTERUNIVERSITY SERVICES INC.

NOVANET Coordinating Committee invites applications for the position of Manager of an innovative cooperative system. NOVANET is a multi-institution integrated automated library system of five autonomous Universities (Dalhousie, Mount Saint Vincent, Nova Scotia College of Art & Design, Saint Mary's, Technical University of Nova Scotia). The total holdings of the libraries are 2 million items serving 20,000 users.

Reporting to the Chair, NOVANET Coordinating Committee, responsibilities of the Manager include, managing on an on-going basis the system and developing plans for enhancement recommending on and managing system budget, supervising system staff, coordinating training of library personnel, and participating in establishment of network policies and standards.

Candidates are expected to have a MLS (or equivalent) from an accredited library school, minimum five years of library experience preferably in the area of automated library systems, high level of interpersonal skills and managerial and financial matters, and ability to train and instruct personnel in the use of automated library systems.

Salary will be based on qualifications and experience. Qualified applicants should send curriculum vitae and the names of three referees by September 15, 1987 to: Mr. Lucian Bianchini, Chair, NOVANET Coordinating Committee, c/o Interuniversity Services Inc., 1379 Seymour Street, Halifax, Nova Scotia, B3H 3J5. Please apply prior to September 15, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

### \*\*\*\* IT'S TIME TO RENEW \*\*\*\* PERSONAL MEMBERSHIP RENEWAL NOTICE

Your membership in the ATLANTIC PROVINCES LIBRARY ASSOCIATION expired on April 30, 1987. Please renew for 1987/88 (Application form on page 8)

Membership includes: Subscription to the APLA BULLETIN; Membership Directory; Conference Proceedings; Voting privileges; special conference and workshop rates

ANNUAL MEMBERSHIP FEE: \$25.00

Cheque to be made out to: ATLANTIC PROVINCES LIBRARY ASSOCIATION and mailed with your completed form (see page 8) to:

Treasurer  
Atlantic Provinces Library Association  
c/o School of Library Service  
Dalhousie University  
Halifax, N.S. B3H 4H8

I am interested in serving on the following committees or interest groups:

- INTEREST GROUPS**
- ( ) Collections Development
  - ( ) Conservation of Library Material
  - ( ) Library Instruction
  - ( ) Library Technicians
  - ( ) Trustees

- COMMITTEES**
- ( ) Intellectual Freedom
  - ( ) Memorial Awards
  - ( ) Publications

( ) I am willing to have my name stand for office in APLA.

(PLEASE COMPLETE THE FORM ON PAGE 8)

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND  
QUEEN ELIZABETH II LIBRARY  
St. John's Newfoundland**

**INFORMATION SERVICES LIBRARIAN**

Memorial University of Newfoundland seeks a Librarian to fill a Sabbatical Replacement Position in its Information Services Division.

**DESCRIPTION**

This position involves work at the Information Desk and participation in the Library's orientation program. Some night and weekend work is required. General Information Services duties will include supervision of specialized materials within the reference collection.

**BENEFITS**

Rank and salary will be based on qualifications and experience.

**QUALIFICATIONS**

The successful candidate will hold an MLS from an accredited graduate school and have previous reference experience.

**PROCEDURE**

The appointment is available from September 1, 1987 to August 31, 1988. Interested qualified persons should send resume and names of three references to:

**Richard H. Ellis  
University Librarian  
Queen Elizabeth II Library  
Memorial University of Newfoundland  
St. John's, NF  
A1B 3Y1**

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND  
QUEEN ELIZABETH II LIBRARY  
St. John's, Newfoundland**

**HEAD, INFORMATION SERVICES**

**DESCRIPTION**

Memorial University of Newfoundland seeks a Librarian to fill a tenure-track position in its Information Services Division.

This is a senior level position that involves the administration of a division with ten librarians, twelve support staff and several student assistants. The Division is responsible for the provision of general information and reference services, library orientation programs, computer-assisted literature searching, interlibrary loans and government documents. The Head has responsibility for developing the reference collection and serves ex-officio on Systems and Public Services Committees. Opportunities exist for general collection development work in an area of competence and active participation in the work of the division, as well as participation in other library and University committees.

**BENEFITS**

Rank and salary will be based on qualifications and experience. The standard academic fringe benefits are available, including eligibility for Sabbatical and Study leaves. Tenure-track positions include a generous moving allowance.

**QUALIFICATIONS**

The successful candidate will have a Master's Degree from an accredited graduate school, five years professional experience in an academic library, and demonstrated administrative ability.

**PROCEDURE**

The appointment will be available 1 September, 1987 and is for a term of three years, renewable. Please apply prior to July 31, 1987. Interested qualified persons should send resume and names of three references to:

**Richard H. Ellis  
University Librarian  
Queen Elizabeth II Library  
Memorial University of Newfoundland  
St. John's, NF  
A1B 3Y1**

**NEW BRUNSWICK MUSEUM  
LIBRARIAN**

The New Brunswick Museum is expanding significantly its research holdings and invites applications for a professional position in the library. While a large proportion of time would be spent in cataloguing current acquisitions (most of which are in the area of fine and decorative arts) and retrospective holdings, the successful candidate also would be involved in the normal operation of and public service offered by the Library and Archives Department.

In addition to a library science degree, candidates should possess a working knowledge of fine and decorative arts and be bilingual or indicate a willingness to undertake language training. This position will remain open until a suitable candidate is identified.

Interested applicants are requested to send a curriculum vitae to A.G. Robinson, Director of Personnel, New Brunswick Museum, 277 Douglas Avenue, Saint John, New Brunswick, E2K 1E5.

**POSITION BRANCH SUPERVISOR  
SAINT JOHN REGIONAL LIBRARY**

Librarian required immediately for this senior position. To supervise and coordinate the work of eight Branch Managers and assist them in planning and coordinating services and programs:

**Main Duties:**

Supervision, training and evaluation of Branch Managers; secondary supervision of sixteen support staff. Participate in materials selection as assigned by Regional Librarian. Participate in long range planning and budget preparation for branches and future expansion. Participate in committee work for benefit of the Region: e.g. committee to develop staff training program for information services. Prepare regular statistical and other reports. Participate in developing and implementing Regional Library policy. Attend meetings of all local public library boards

**Qualifications**

Graduate from an accredited School of Library Science, at least five years appropriate experience in public library positions with progressively increasing responsibilities. Ability to work effectively with staff, Board and public. Fluency in both official languages is an asset. Drivers license essential (position based in Saint John, New Brunswick).

**Salary Scale**

\$1,218.00 - \$1,463.00 by-weekly, depending on qualifications and experience.

Application should include the names of three referees (with telephone numbers) to be sent to:

**Dr. M. Eileen Travis  
Regional Librarian  
Saint John Regional Library  
One Market Square  
Saint John, N.B. E2L 4Z6.**

before August 28, 1987

**PERSONAL MEMBERSHIP INFORMATION**

May 1, 1987 - April 30, 1988

NAME: \_\_\_\_\_

HOME ADDRESS: \_\_\_\_\_  
Street Apt. No.

BUSINESS ADDRESS: \_\_\_\_\_  
Institution

Street/P.O. Box

City Province Postal Code

TELEPHONE NO.: \_\_\_\_\_ POSITION: \_\_\_\_\_

Renewal  Renewal after lapse of membership  New Member

Please send my APLA mailings to my:  Home Address  Business Address

The Association will be grateful if you also provide the following information:

<b>I AM A:</b>	<b>TYPE OF LIBRARY/INSTITUTION WHERE I WORK:</b>
<input type="checkbox"/> Library Clerk or Assistant	<input type="checkbox"/> Academic
<input type="checkbox"/> Library Technician (formal training)	<input type="checkbox"/> Public
<input type="checkbox"/> Professional Librarian	<input type="checkbox"/> Free-Lancer/Self employed
<input type="checkbox"/> Professor	<input type="checkbox"/> Non-library employer
<input type="checkbox"/> Student	<input type="checkbox"/> Educational institution for librarianship
<input type="checkbox"/> Teacher-Librarian	<input type="checkbox"/> Unemployed
<input type="checkbox"/> Trustee or Board Member	<input type="checkbox"/> Not employed because of personal choice
<input type="checkbox"/> Non-library employee (none of the above types) e.g. publishers representative	<input type="checkbox"/> Retired
	<input type="checkbox"/> School
	<input type="checkbox"/> Special or government

**OFFICE USE ONLY**

\_\_\_Ledger \_\_\_DB \_\_\_Receipt \_\_\_Bulletin, etc.