

# APLA Bulletin

## The Atlantic Provinces Library Association

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Halifax, N.S.

### On to the Island!

45th Annual APLA Conference set for University of Prince Edward Island, May 10-13, 1984.

#### Programme Highlights

The theme of this year's conference is **STRESS MANAGEMENT: NEW CHALLENGES FOR LIBRARIES.**

On Thursday, May 10, 1984 there will be an all-day Pre-Conference Workshop on Crime Prevention and Security in Atlantic Libraries with Mr. William A. Moffett, Director of Libraries, Oberlin College, Oberlin, Ohio as Keynote Speaker in the morning. The afternoon session will offer a choice of case study discussion groups,—two focusing on protection of persons (staff and users) and two on protection of property (books and other library materials) with specialist resource people to assist workshop participants in developing positive responses to a variety of security problems plaguing university, school and public libraries.

Friday morning, May 11 will be taken up with Committee meetings, the UTLAS Regional Users Meeting and Workshop and the opening of the Exhibits. The theme session begins in the early afternoon with the introduction of the Conference Keynote Speaker by APLA President André Guay. Our Association is most fortunate in having Samuel Rothstein, Professor of Librarianship, University of British Columbia to deliver the 1984 Conference keynote address. Dr. Rothstein's title is **HOW WE OURSELVES THINK ABOUT OURSELVES.** Following Dr. Rothstein's address, the Conference theme will be developed by three speakers,—Albert Bowron, Information, Media and Library Planners, Toronto on the working environment, Cynthia Durance, Director, Office of Network Development, National Library of Canada on technological change and Robin Stuart-Kotze, Professor of Management, Acadia University on managing and being managed. On Saturday, May 12, Ms. Durance, Mr. Bowron and Professor Stuart-Kotze will further develop the theme of stress in morning and afternoon workshops.

Professor Stuart-Kotze's workshop will focus on ways of coping with styles of management, lack of job mobility, budget pressures, etc. Ms. Durance's morning workshop will cover basics of technology and how it impacts on the manager. Her afternoon workshop will focus on the open systems environment, why you need it and how national developments in technology will impact on



University of Prince Edward Island's Conference Centre.

the Atlantic Provinces. Mr. Bowron will focus on coping with health hazards, limited and inadequate space and ways of creating a pleasant physical environment for both staff and users.

On Saturday morning the APLA Trustees Committee will present a program with the provocative title **ARE TRUSTEES NECESSARY?** and Harold Brief, President, Canadian Library Trustees Association as Keynote Speaker. A trustee reactor panel giving the pros and cons of having library boards will follow Mr. Brief's address.

In addition to the theme workshops, three APLA Committees are sponsoring programs on Saturday afternoon. The Committee on Conservation of Library Materials is presenting **ENVIRONMENTAL CONTROL ON A LIMITED BUDGET: PROTECTING YOUR LIBRARY MATERIALS** with Mrs. Alice Harrison, Chief Librarian,

Atlantic School of Theology and Mr. E.T. Paterson, Chief, Historic Resources Conservation, Parks Canada. Mr. Michael Hartley-Robinson will lead a workshop on the theory and practical aspects of reducing stress involved with speaking to groups of library users for the Committee on Library Instruction. The Committee on Library Technicians is planning a meeting and talk on job motivation.

#### Local arrangements

The stresses of program attendance, annual general meeting and preresolutions sessions, and committee meetings will be counter-balanced by Conference receptions, a Saturday evening buffet supper with dancing and the closing Sunday champagne brunch.

Pre-conference material mailed to APLA members describes accommoda-

tion options, choices for dining, and other amenities.

The UPEI accommodations booked in Blanchard Hall will be very reasonable, \$11.55 per night if 4 people are willing to share an apartment.

Food and beverages are being coordinated through the Food Services Director of UPEI. Cafeteria style meals are available for Friday's lunch and dinner and Saturday's breakfast and lunch. There will be a choice of entrées plus salad bar available. For people wishing to dine elsewhere a list of area restaurants will be provided at the conference registration desk. The variety of restaurants accessible, range from fast-food to family style to the more gourmet, intimate type of establishment. Lobster season opens May 1—it could be a featured item at some restaurants.

Friday night's reception will be a wine/beer/cheese affair with the first two drinks provided from tickets distributed in the conference package at the registration desk. Drinks over and above two are available on a cash bar basis. Most other receptions being held (trustees, library technicians, etc.) will be on a cash bar basis.

The Saturday night banquet is going to be buffet style. The highlight of the menu will be "Hip of Beef" masterfully carved on the spot to each individual's taste. Dancing follows the banquet with the music provided by the Shawn Ferris four-piece dance combo. They are a versatile group performing a wide repertoire including favourite tunes both old and new.

The now-traditional Champagne Brunch will also be buffet style with a variety assortment of savory and sweet items plus fresh fruit (and champagne, of course).

Commitment for sponsorship of various aspects of the conference have so far been received from Baker and Taylor, Blackwell's NA, and UTLAS.

Daily passes for the West Royalty Fitness Centre will be available for a fee of \$3.50. The SPA, as it is generally referred to, is located approximately 1/2 mile from UPEI. Hours are from 6 a.m. to 11 p.m. and the facilities include an indoor track, swimming pool, tennis, squash and racquet ball courts, men's and women's weight and exercise rooms, saunas, sunrooms, showers and whirlpools.

For continued pre-conference coverage, please turn to page 3.

# APLA Bulletin

The *APLA Bulletin* is a bi-monthly organ of the Atlantic Provinces Library Association. The Association seeks to promote library service through the provinces of Newfoundland, New Brunswick, 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.

Individual annual membership in the Association is \$15.00, and includes a subscription to the *APLA Bulletin*.

## The Executive of the Atlantic Provinces Library Association, 1983-84

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

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

The individual subscription to the *APLA Bulletin* is \$15.00 per calendar year. Single copies: \$3.00.

Typed manuscripts, news, and correspondence should be addressed to The Editor, *APLA Bulletin*, c/o the School of Library Service, Dalhousie University, B3H 4H8. All advertising correspondence should be addressed directly to the Advertising Editor.

<i>Editor</i> Ken Clare, Patrick Power Library, St. Mary's University, Halifax, N.S.	<i>Managing Editor</i> Arthur Smith Patrick Power Library, St. Mary's University, Halifax, N.S.	<i>Advertising Editor</i> Jerry R. Miner, Librarian, Agriculture Canada Research Stn. Library, Kentville, N.S.
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## Editor's note Handling a touchy case

**Bulletin** coverage of the "Jain case" at Acadia has been the subject of intermittent discussion almost from the beginning of the present editor's term.

The situation has been characterized, correctly, as "sensitive": the events have no doubt been difficult for those who the case has touched; some active APLA members have been deeply involved; and there is a danger that an article could reopen wounds which are just now beginning to heal.

But it is also true that this has been a very public case, and one which is of legitimate interest to our readers—a number of the issues involved are of genuine ongoing importance.

Some advised that we cover events as they were revealed; others urged us to stay as far away as we could. On balance, we decided to wait until a judgment in the Human Rights Inquiry was rendered, and then to try to present a fair and useful account. Whether or not we were right can only be judged by our readers; our story begins on page 4.

The **Bulletin's** editor travelled to Acadia and spoke with some of the principals. By all accounts, an admirable sense of proportion has been maintained through a difficult time. Though not unaffected, work has continued and service to users has been maintained. Relationships, although not particularly close, have remained professional.

At the core of this ability to deal with a difficult situation has been what ap-

pears to be a shared viewpoint, expressed this way by University Librarian Iain Bates, "This procedure, a Human Rights Hearing, is something which is essential. It is a measure of the democracy that we live in that people do have this right. No one should be disparaged because they have gone this route."

What is especially healthy about this statement is that it does not automatically write off the question of racism—as I think some from the outside have tended to do when the Acadia situation is discussed. The **Bulletin**, obviously, can hold no position, nor claim any special knowledge of any particular discrimination may have played in events as they unfolded over the years. But it should be much more than the mere repetition of a commonplace to remind ourselves that racism remains a part of our society. Even in the rarified world of the library, it can affect our outlooks, the ways we operate, and the decisions we make. **It deserves to be taken seriously.**

Because of the number of women who work in our field there is, properly, an ongoing sense of awareness of sexism in the library world. Parallel concerns, of which racism is but one, deserve to be as much a part of our consciousness.

Other issues of which this case has reminded us, such as the role of formal qualifications in selecting senior library administrators and faculty status for professional librarians in academic settings, should also continue to be addressed.

## From the President's Desk

APLA has received a copy of a letter from Mr. Francis Fox, Minister of Communications, addressed to Mr. Lloyd R. Crouse, M.P., South Shore, Nova Scotia, indicating that Mr. Fox has approved an extra grant of \$100,000 for CIHM and that the Project has been further funded by an equivalent amount from SSHRC to answer the most immediate needs of the Project.

APLA has also received a letter from Mr. Francis Fox of a National Commission on the Emerging Information Society. Mr. Fox indicated that the idea has considerable merit, and that he was knowledgeable of the fact that libraries have been in the forefront in understanding the implications of the new technology for our society. He mentioned, however, that the Canadian Videotex Consultative Committee, to whom the report has been officially directed, has yet to deal with it.

Reports received from Newfoundland and Prince Edward Island indicate that workshops on library conservation have been held.

The Prince Edward Island Professional Librarians Association has held its inaugural meeting and officers have been elected. Preliminary plans are underway to acquire the library resources

to answer the needs of the new Veterinary College.

Newfoundland further reports that Memorial University has added its one millionth volume, and it is hoped that the Labrador Region Library will be opened this year.

New Brunswick reports that a grant of \$100,000 has been given to the Saint John Free Public Library for library conservation purposes. They also report that Jocelyn LeBel is now acting as Director of the New Brunswick Library Services as well as Director of the Legislative Library. Agnez Hall is now investigating the automation and integration of the services offered by the governmental libraries.

The committee convened by Margot Schenk to prepare a brief for the Nova Scotia Royal Commission on Post-Secondary Education will meet with the Commission on March 30. The persons addressing the Commission will be: Iain Bates, University Librarian at Acadia University; William F. Birdsall, University Librarian at Dalhousie University; André Guay, President of APLA; Jerry R. Miner, Librarian of the Agriculture Canada Research Station, Kentville, N.S.; and Diane MacQuarrie, Chief Librarian of the Halifax City Regional Library.

Tom Flemming, Interlibrary Loans Librarian at the W.K. Kellogg Health Sciences Library, Dalhousie University, is acting as Vice-President for Nova Scotia in the absence of Margot Schenk.

Anna Oxley, Past President, has been appointed by the Executive as their representative on the team coordinated by Christopher Heide of the Writers' Federation of N.S., to meet with representatives of the Halifax Herald and of the CBC to discuss the improvement of the quality and quantity of book reviewing.

The Executive has given support to the efforts of the Atlantic Halfback Steering Committee so such a project may soon be underway.

APLA will provide a grant of \$500 to the Special Committee on the Bicentennial Project of the Council of Head Librarians of New Brunswick for the writing of a "History of Libraries in New Brunswick". An additional amount of \$500 will be granted to Arthur Smith, Head of the Cataloguing Department of Saint Mary's University, for the completion of a Will. R. Bird checklist.

The Executive at their meeting of February 18, 1984, was informed of the intentions of CLA to hold their 1988 Annual Conference in Halifax.

## Another one! Letter to the editor

To the Editor,

The **Canadian Library Yearbook** (formerly the Canadian library handbook) in preparing for its first issue, to be published by Micromedia, covering 1983-1984 will be including reviews of events and issues within the regions of the country.

As contributor for the Atlantic region, I would welcome comments from any APLA members on activities in their libraries.

The deadline for submission of material is May 31, 1984, and the occasion of the upcoming APLA Conference would be a suitable opportunity to receive any contributions.

However, for anyone not attending, information can be mailed to me,

c/o The Library  
Mount Saint Vincent University  
Halifax, N.S.  
B3M 4J6

Yours sincerely,  
Peter Glenister

## People

**William Tiffany** started as Head of Acquisitions/Periodicals at Memorial University's Queen Elizabeth II Library in January. Before coming to Memorial, Bill had been at the McLennan Library (McGill University).

Also at the Queen Elizabeth II Library, **Sally Grenville** has been appointed Head of Information services.

**Shelagh Wotherspoon** is Acting Head of the Health Sciences Library (Memorial University) following the resignation of Isabel Hunter.

The Library community in Newfoundland welcomes the appointment of **Angela Rebeira** as Jesperson Press editor.

In Corner Brook, **Lynne West** has become the Head of the Corner Brook Public Library. Lynne had worked in Nova Scotia before joining the Newfoundland Public Library Service.

(Newfoundland notes submitted by Suzanne Sexty.)

**Audrey Samson** will be filling in for **Joan Fage**, Librarian at the Information Resource Centre, Maritime Telephone and Telegraph Co., in Halifax, N.S. Joan will be on maternity leave of absence from April 1984 to April 1985.

### DALHOUSIE SUMMER SCHOOL 1984

The Dalhousie/Mount Saint Vincent Universities Summer School for 1984 will include the course LS 726 "Planning and Development of School Library Programs and Services" to be offered by Professor Larry Moore. Professor Moore was formerly the head of the School Librarianship programme at Queen's University, Ontario, and is now teaching in the school librarianship programme at the Faculty of Education, University of Toronto.

His course will be offered from Thursday, July 26 until Wednesday, August 15. The time will probably be in the evenings from 5:30 p.m. to 8:00 p.m., Monday to Thursday. It will carry three credits. For registration details please write to "The Registrar's Office, Dalhousie University, Halifax, N.S. B3H 4H6". For details of the course, content and other information please contact Mrs. Jennifer Brownlow, Administrative Assistant, School of Library Service, Dalhousie University, Halifax, N.S. B3H 4H8. Telephone 424-3656.

## Rothstein, Bowron, Durance, Stuart-Kotze, Moffett: APLA Conference Features Strong Speakers Lineup

### Keynote Speaker:

**Samuel Rothstein**, Professor of Librarianship, University of British Columbia.

One of Canada's most distinguished librarians and educators, Professor Rothstein earned a B.A. and M.A. from the University of British Columbia, a B.L.S. from the University of California and a Ph.D. in Library Science from the University of Illinois. In 1971 York University honoured him with an LL.D. From 1961-1970, Dr. Rothstein was Director of the School of Librarianship at the University of British Columbia. Since 1970, he has continued to teach at the School of Librarianship, also serving as visiting professor, scholar, librarian, or consultant at the Universities of Hawaii and Toronto, the Hebrew University, Jerusalem and the Science Secretariat of Canada. Professional activities have included presidencies of the Association of American Library Schools, British Columbia Library Association and Pacific North-West Library Association and councilorships in the Canadian and American Library Associations. Among Dr. Rothstein's publications are *The Development of Reference Services* and *Training Professional Librarians for Western Canada*.

### Three Theme Speakers:

**Albert Bowron**, Information, Media and Library Planners, Toronto.

The first full-time library consultant in Canada, Mr. Bowron received a B.A. and a B.L.S. from the University of Toronto. After serving as Chief Librarian of Lambton County and of the Galt Public Library and as Head of the Technical Services Division of the Toronto Public Library, he was Director of the Scarborough Public Library from 1964-1969. Since Mr. Bowron began his career as a full-time library consultant in 1969, he has been involved in about forty individual projects across Canada, mainly of a public library character. 1976 saw publication of his study, *The Ontario Public Library: Review and Reorganization*. Activities over the past five years have included a community

survey and building program for the Saint John Regional Library Board followed by collaboration with the architect and developer of the new Saint John Public Library building in Market Square.

**Cynthia Durance**, Director, Office of Network Development, National Library of Canada.

Director of the Office of Network Development since 1982 and of its forerunner the National Library Network Project since 1979, Ms. Durance graduated in English Literature and Philosophy from the University of Toronto and received an M.L.S. from McGill University. Before joining the National Library in 1975, she worked as a Reference Librarian at Dalhousie and Sir George Williams Universities, as Head of Serials at Carleton and Assistant Librarian, Planning at the University of Waterloo. As Director of the Office for Network Development, Ms. Durance works nationally and internationally in a wide range of forums dealing with library and computer technology, standards and policy matters.

**Robin Stuart-Kotze**, Fred C. Manning School of Business Administration,

Acadia University, Wolfville, N.S.

Professor of Management at Acadia, Dr. Stuart-Kotze received a B.A. from Bishop's University, an M.B.A. from Queen's University, Kingston and a Ph.D. from the University of Warwick in England. He is a Senior Partner of Cole and Partners, England, and Managing Director of Behavioural Science Systems Ltd. Dr. Stuart-Kotze is the author of three books, the most recent of which is *An Introduction to Organizational Behaviour*, and a number of articles and cases in the areas of organizational behaviour, change and general management.

**Keynote Speaker, Pre-Conference Workshop: Crime Prevention and Security in Atlantic Libraries: William A. Moffett**, Director of Libraries, Oberlin College, Ohio.

Mr. Moffett has become known as an articulate, humorous and knowledgeable speaker and writer on crime prevention and security in libraries. As the librarian responsible for the arrest and incarceration of James Shinn who is serving twenty years in prison for book theft, Mr. Moffett is well-qualified to be the Keynote Speaker at APLA's 1984 Pre-Conference Workshop.



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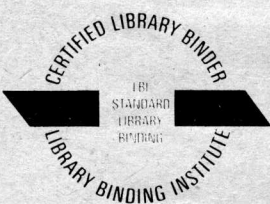
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# Jain vs Acadia University

## Discrimination case dismissed

by the *Bulletin* staff

A ONE-MAN BOARD OF INQUIRY, appointed under the Nova Scotia Human Rights Act, has issued its decision in the case brought by librarian Nirmal K. Jain against Acadia University.

Judge William Atton dismissed, in total, Dr. Jain's allegation that he had been subject to racial discrimination at the hands of his employer. In his decision Atton wrote, "It has been abundantly clear that in every area (in which the actions of the University have been questioned there has been a rational and credible explanation for the action taken."

Writing to the local *Kentville Advertiser*, Jain declared himself "shocked" by the decision, and said, "Judge Atton's decision will satisfy the University, but certainly not everyone who heard all of the evidence presented at the Board of Inquiry."

But as Jain also told the *APLA Bulletin*, "I don't have the financial resources to pursue this matter further." This statement apparently signals a close to perhaps the most public period of tribulation suffered by an Atlantic-area library in recent years.

**THE BOARD OF INQUIRY WAS** appointed after the Nova Scotia Human Rights Commission failed to mediate a settlement between Jain and the University. During eight days of testimony between September and December, 1983, counsel for Acadia, Jain, and the Human Rights Commission presented about 30 witnesses, many of them library staff.

The charges made by Jain stemmed from his failure to secure the position of University Librarian at Acadia in September, 1982. At that time, Deputy University Librarian Iain Bates was named successor to Isobel Horton.

In making his complaint, Jain wrote, "I was hired by Acadia University effective June 1, 1970, to direct the new science complex library and am continuing in that capacity to date. In April 1976, the position of University Librarian was advertised. The advertisement stipulated that the candidate must have a graduate degree in library science and administrative experience. Mrs. Isobel Horton, who did not have a masters degree in library science, was selected for the position; and Mr. Iain Bates, with only a membership in the Library Association of Scotland, was appointed by the then President, Dr. J.M.R. Beveridge, to a newly created position of Deputy University Librarian which was not even advertised. Mr. Bates was also promised the post of University Librarian on Mrs. Horton's retirement in May, 1982. On Mrs. Horton's retirement this year, the University wanted to honour its secret undertaking to Mr. Bates. However, as a result of my protest to the Nova Scotia Human Rights Commission and their intervention, the present President, Dr. J.R.C. Perkin, agreed to



Nirmal Jain

institute a search committee and the selection was limited to internal candidates only. I allege that the search was a farcical procedure and that I have been overlooked despite my superior academic and professional qualifications, my longer and more versatile experience in librarianship including library administration and technical/automation knowledge, and my seniority in service to Acadia University. I allege that I have been discriminated against since May 1976 by Acadia University in the matter of terms and conditions of my employment because of my race and/or colour and/or national origin . . ."

In the course of the hearing, Jain alleged that the pattern of discrimination he suffered also included a denial of full faculty fringe benefits, the University's failure to approve him to presidential committees, its refusal to take into account his views on library automation, and a disadvantageous ranking by an internal librarian's committee.

**IN 1976, A UNIVERSITY SEARCH** committee recommended two candidates to replace University Librarian Henry Ganong. Iain Bates, then an external candidate, was the committee's first choice, followed by Isobel Horton, at that time acting University Librarian.

The University administration, headed by Beveridge, appointed Horton and created the new position of Deputy Librarian, to which Bates was appointed. Bates was also given a commitment by Acadia that he would succeed Horton on her retirement, subject to satisfactory performance.

Dr. Jain had been an unsuccessful candidate at that time, as well.

In September 1976 Jain was granted a study leave without pay to undertake a doctorate in library administration at Simmons College in Boston. Upon his return he was accorded a salary stipend of \$200. (This compares with faculty who receive a percentage of their sala-

ries when on sabbatical, and a \$1000 increase upon completion of doctoral studies.)

During 1981-82 the professional librarians at Acadia drafted a "ranking document" for the classification of various professional positions within the University's library system. Jain's position, Science librarian, was classified as beginning at Class 3 on a scale of 1 to 5, and he was classed at level 4. Jain contended that a deliberate attempt had been made by several librarians to downgrade his position.

With the pending retirement of Horton in 1982, Jain learned from Acadia's President, Perkin, that no search committee would be established to recommend a new University Librarian; it was the university's intention to uphold the 1976 agreement with Bates. Jain responded by launching his complaint with the Human Rights Commission. Bates subsequently waived his agreement with the University, and a search committee was established to conduct an internal search. Dr. Jain's complaint was then withdrawn.

The 1982 search committee, chaired by University Vice-president (academic) Dr. Ronald MacDonald, included two professional librarians at Acadia to whom Jain took exception, Chris Bull and André Guay. Bull and Guay had played a significant role in the preparation of the "ranking document" which Jain felt had undervalued his post.

The two 1982 candidates were Iain Bates and Nirmal Jain. The members of the search committee evaluated each candidate on the basis of criteria recommended in a *Journal of Academic Librarianship* article, "Recruitment of Academic Library Managers". With one exception, members of the search committee scored Bates higher than Jain; Bates was recommended, and appointed University Librarian in the fall of 1982.

Jain then lodged a second complaint with the Human Rights Commission,

eventually leading to the appointment of the Atton Board of Inquiry.

**IN HIS JUDGMENT, ATTON** dismissed all of the complaints levied by Jain against the University. In his words, a "rational and credible explanation" existed for all events that had transpired, and no evidence had substantiated Jain's claim of discrimination on the basis of race, colour, and/or national origin.

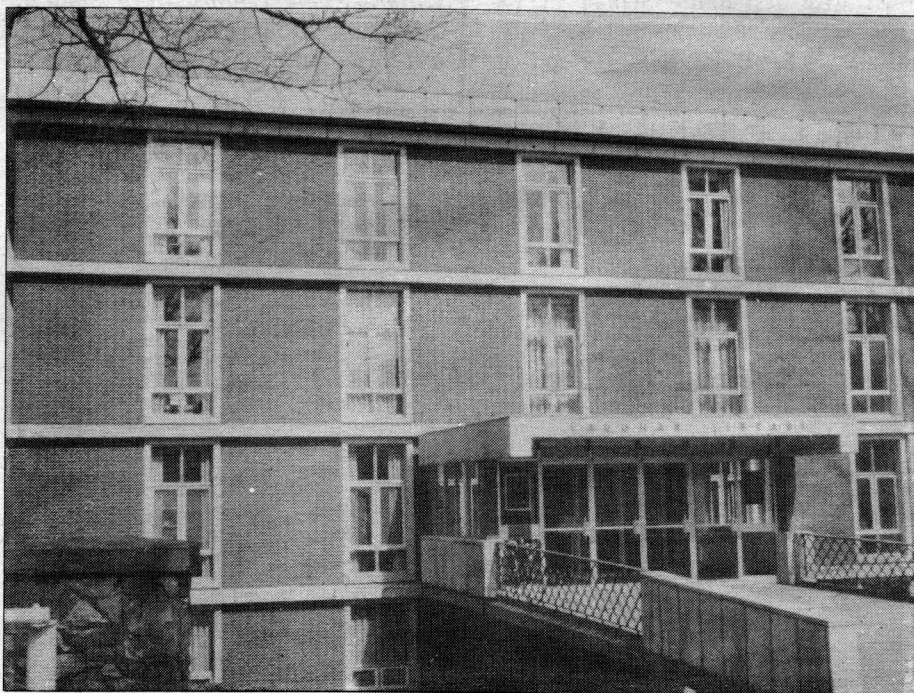
Atton ruled that since no librarians were granted paid study leaves at Acadia, Jain had been treated no differently from his colleagues. He ruled that the University was not bound by its 1976 advertisement which specified that "a graduate degree in library science and administrative experience is essential."

Atton concluded that "degrees on paper are one thing, and an important factor to be considered, but they do not tell the whole story, particularly in determining the candidate for a position such as Head Librarian". He cited the selection of Horton in 1976 as "an obvious example of the particular words of an advertisement not being the sole criteria in obtaining the services of the most suitable candidate for the position".

The judgment concluded that the discussion of comparison of qualifications for librarianship "is purely one of opinion and semantics as to what paper qualifications upstages the next".

Atton ruled that a new position of Deputy Librarian had not been created for Bates, but rather a vacancy in the library's complement created by Ganong's departure was being filled.

Atton also ruled that no discrimination occurred with respect to Bates' 1976 agreement with Acadia and that "the University was entitled to enter into any contract of employment with Mr. Bates that they saw fit," as opposed to Jain's charges that "the University was blocking his career and hopes of becoming Head Librarian". Atton also found no evidence that Jain's "proposal for library automation was turned down for any prohibited discriminating reason", nor was there any evidence that discrimination on the part of other librarians or the University was a factor in Jain's dispute with Acadia's association of professional librarians over the "ranking document".



Further, Atton concluded that there was nothing to substantiate charges of discrimination with respect to the 1982 selection process of a University Librarian, going so far as to concur with the committee's choice.

**FROM THE OUTSET, JAIN HAD** argued that discrimination of the sort he alleged is difficult to prove in a direct way. Indeed, he could point to a clear instance of racism in only one incident, a reported racial slur by a member of the 1976 selection committee. Jain's position, instead, was that what he saw as a series of incidents in which he suffered differential treatment, taken together, constituted a pattern of discrimination because for each there was no rational explanation.

In dismissing this argument, Atton wrote, "To arrive at that conclusion, I would have to accept that since 1970 the Board of Governors, three University Presidents, members of two search committees, as well as numerous staff, particularly library staff, have all been involved in this alleged conspiracy to discriminate." This he dismissed as "ludicrous".

Following Atton's judgment, one aspect of the case—the dispute over the meaning of Jain's advanced degree—continues to be a source of controversy. During former President Beveridge's testimony, he was reported to have dismissed the Simmons College Doctorate of Arts in Library Administration as, "a seven-and-a-half month programme".

In a letter to local newspapers, Robert Stuart, Dean of the Graduate School of Library and Information Science, wrote, "... the Doctor of Arts ... is a programme designed to provide experienced librarians with intensive, advanced preparation for management careers in libraries. It is recognized nationally, indeed internationally, as an alternative to the Ph.D. and completion of the degree is predicated on 60 credits beyond the masters degree. As one can imagine, it would be impossible to complete such a program in seven months. Indeed a normal time frame would exceed two-and-a-half years beyond the first masters degree."

**ACCORDING TO ACADIA'S** University Librarian, Iain Bates, the Human Rights complaint and hearings were "a stress for everyone" among the library staff, "but to their credit, they carried on as before".

"I think it would be difficult to point to something in the past year-and-a-half and say, 'This happened badly', or, 'That has failed to come about', because of the Human Rights hearing," Bates told the **APLA Bulletin**. "There is

one exception; we were going through a library review procedure, which was not connected with the Human Rights case. The outside consultants submitted a report, which was put on ice until after the Inquiry's completion, because there were recommendations regarding the science library. The University took the position—and it was not a library decision—that they didn't want to make a fundamental reorganization of the library until the case was over.



Iain Bates

"The extent of the divisions among our staff were not as great as may have been perceived from the outside. If we were to assume that personal antipathies did exist, they would have been between Dr. Jain and myself. I don't think that that was true. We have not found ourselves at opposite ends of questions; in fact, there is a large area of agreement on professional matters.

"The first thing a chief librarian has to do in a situation like this is to rely on the professionalism of his staff. I don't mean that in the narrow sense of professional librarians; our staff really didn't allow this to interfere, in any way, with service to library users.

"We have done quite a lot in the past 18 months—developing an online catalogue, completely reorganizing Circulation, participating in cooperative efforts with other libraries. We weren't cutting ourselves off, we weren't saying, 'Now we're in a state where we aren't able to do anything'."

"Hopefully the page has been turned," says Bates. "There's no doubt a weariness factor has crept in, a longing to get a decision down. It's time for us to go on to other things."

## Nirmal Jain "I have no regrets"

Shortly after the Board of Inquiry's decision was issued, the **Bulletin** asked Dr. Jain about his feelings on the case. While reluctant to discuss the decision directly, he was willing to make these comments:

### On the personal cost of his fight:

"I have no regrets. If I had to do it again, I would do it again. The cost has been very heavy: emotionally, financially, and it has been hard for my family. To me it is important that justice should be done; it was a fight which had to be fought."

### On the difficulties of working while the case proceeded:

"I have always based my action on the philosophy, rather than the personalities, in this case. I have been fighting this case on the basis of the philosophy that as a better qualified person, academically, longer library service, with longer service to the university and my teaching experience, I should have been the choice of the University as University Librarian.

"Yes, there have been strains, but I have made it very clear to my colleagues that I have no personal grudge against my colleagues or against those in the University administration involved. The complaint was made in good faith. It has been a great strain on me, but I don't believe in grudges."

### On the relative value of degrees:

"Through this case the value of degrees has been called into question in a way which could weaken professional qualifications. The decision has not done any good to the librarians who have the North American M.L.S. A bad

precedent has been set. There should be a monitoring body, perhaps through the CLA, which should set some kind of standards, especially for a position like the head of a library."

### On the issue of 'faculty status' for librarians:

"When I accepted the position here as Head of the Science Library, it was made clear in the advertisement that I was entitled to full fringe benefits. And I believe strongly that librarians should have full faculty status, with the same benefits that other faculty have."

### On the Human Rights Commission:

"I am relatively satisfied with the work of the Commission. But they work under the present Human Rights Act, and I am not satisfied with the Act itself; it is very weak."

### On the (non)involvement of professional organizations in this case:

"I would have liked to have seen a day-to-day reporting of the facts of this case, in the **Bulletin**, keeping the librarians' community-at-large informed. Then they could evaluate, for example, questions of their own status and of qualifications. Questions of what could happen to them, if precedents were set. They are very much involved, as a community of interest, and like other professional organizations do, I think their duty was to inform the membership."

### On where he goes, from here:

"At this stage I don't have the financial resources to pursue this matter further. I have stated, publicly, that I will continue my duties at Acadia with the same care and diligence I have given for the past 14 years."

## Notice to all Executive Members and Committee Convenors

Annual Reports are now due. In order to be published in the pre-APLA Conference **Bulletin**, your Annual Report should be in the hands of the Editor by April 15, 1984.

Please send your Report directly to the Editor, c/o The Library, Saint Mary's University, Halifax, N.S. B3H 3C3.

A copy of your Report must also be sent to APLA President André Guay.

## Notice of Proposed By-law Amendments

The Annual General Meeting of the Atlantic Provinces Library Association, held during the May APLA Conference, will be asked to vote on a proposed amendment to Article IV, Section I of the APLA By-laws.

The proposed By-law reads: "The executive shall set an amount annually to support Executive Officers' and **Bulletin** Editors' attendance at Fall and Spring executive meetings."

Notice is hereby given that at the Annual General Meeting of this association in May 1984 in Charlottetown, Prince Edward Island, the following By-law change will be proposed:

Article VI—Standing Committees, Section 1 (v)—Committee of Atlantic Provinces Library Trustees.

To be added:

—to promote co-operative association among library trustees in the Atlantic Provinces for their mutual benefit and for the benefit of library service

—to promote the efficiency of trustees through education and the dissemination of information pertinent to the function of library trustees.



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# APLA Brief to the Nova Scotia Royal Commission on Higher Education

## Underfunding is severe; libraries approach a state of decline

The Atlantic Provinces Library Association has three main objectives:

i) to promote library service throughout the provinces of New Brunswick, Nova Scotia, Prince Edward Island, and Newfoundland;

ii) to serve the professional interests of librarians in the region and to serve as a focal point for all those in library services in the Atlantic Provinces;

iii) to cooperate with library associations and other organizations on matters of mutual concern

During the APLA Annual Conference, 1983, held in Halifax in June a resolution to submit a brief to the Royal Commission on Post-Secondary Education was carried by the conference attendees. The Association's Vice-President for Nova Scotia was to convene an appropriate committee. When struck, the committee consisted of a broad representation of the membership from Nova Scotia:

*Iain Bates, University Librarian, Acadia University, Wolfville*

*Joan Fage, Librarian, Maritime Telegraph and Telephone Company Ltd., Halifax*

*Peter Glenister, Catalogue Librarian, Mount Saint Vincent University Library, Halifax*

*Norman Horrocks, Director, School of Library Service, Dalhousie University, Halifax*

*Jerry Miner, Librarian, Kentville Agricultural Station, Kentville*

*Carin Somers, Provincial Librarian, Nova Scotia Provincial Library, Halifax*

*Margot Schenk, Head of Public Services, Saint Mary's University Library, Halifax, Convener*

Because libraries, and especially academic libraries, play such an important role in post-secondary education, the Atlantic Provinces Library Association wishes to bring to the attention of the Royal Commission the plight of academic libraries contrasted with the achievements and goals of academic libraries in Nova Scotia. We would be pleased to appear in person before the Royal Commission in Halifax to expand

on, or clarify, statements in this brief, if the opportunity is offered.

### Why academic libraries should be supported

The economic decline in Canada and the world over the last five to ten years has led to reduced purchasing power for most libraries. This has had a negative effect on collections and services. Terry Cheney's 1982 review of research library resources in the eighties, prepared for the Social Sciences and Humanities Research Council of Canada, concluded that "the progress of the seventies was marked by relatively decreasing funding to the universities—markedly in the face of inflation—and within the universities by relatively decreasing funding to libraries as a share of expenditures." Nova Scotia's libraries felt this trend more than most. Not only are the universities underfunded but the libraries' budgets as a percentage of the total university budgets are the lowest in the country.

In order to serve their prime users, —the students, faculty, and staff of our post-secondary institutions—libraries must receive sufficient funding. Each student and teacher must find materials in each field studied. Core collections are necessary at all levels, undergraduate, graduate, or post-graduate. The people of Nova Scotia need not only traditional liberal arts programmes and responsive vocational training programmes for support industries but also strong and innovative graduate programmes for both research and development. Recent developments such as the Applied Microelectronics Institute, linking university research with industrial development, need the support of information resources provided by specialized University library collections.

In addition to their primary users, academic libraries serve many other Nova Scotians:

#### A. Academic libraries support business and industry

University libraries serve private industry through many means and capacities. Most contain business collections

supporting Commerce and Business Administration undergraduate and graduate programs. All these libraries have an open door and open stack policy and extend borrowing privileges to the community at large through "off-campus borrowers' cards". Employees, professional staff, managers, and owners from private industry may, as individuals, borrow or directly consult these business resources.

Small businesses may rely extensively and solely on these libraries; larger businesses find it economical to hire professional library staff and develop in-house library/resource centres.

The Information Resource Centre at Maritime Telegraph and Telephone Co.

#### C. Academic libraries support professional groups.

The Kellogg Health Sciences Library serves as the major library resource not only in Nova Scotia, but throughout the Maritime Provinces, for all types of health professionals: nurses, physicians, pharmacists, dentists, physical therapists, and others.

Lawyers in the province are served through the extensive collection at the Sir James Dunn Law Library.

Other professional groups such as accountants and teachers call on the resources of all the university libraries in the province for reference service and bibliographic searches to answer questions involved with their work.

*Not only are the universities underfunded but the libraries' budgets as a percentage of the total university budgets are the lowest in the country.*

Ltd., in Halifax, is one example of a special business and technical library. Of their total interlibrary borrowing, MT&T used the resources of Metro Universities 35% of the time. Hermes Electronics library in Dartmouth shows similar figures. Because time is a crucial factor in business, access to local resources is vital to Nova Scotia industry.

In order to answer specific information requests, "on-line" searches of information data banks are nominally available to any individual, business, or association who wishes to sign a contract for them. Because their efficient use requires highly trained, skilled searchers familiar with information sources, and small and medium-sized businesses often cannot justify the hiring of such staff, businesses instead turn to university and public libraries. Increased funding of these university and public libraries to offer and promote this service to business can result in prosperous businesses, an improved economy, and well-being for all Nova Scotians.

#### B. Academic libraries support government

Governments have found the depository system, where libraries receive most government publications free, an effective mechanism for the dissemination of government information to citizens.

University libraries are repositories of Federal and Provincial Government publications and provide government information to the public by servicing, storing, and retrieving federal and provincial documents. This allows government libraries to serve their primary users, while the public, students, and researchers can make use of university collections.

Through inter-library loans, University Collections help the Federal and Provincial government libraries provide fast and efficient service to their staff. This helps government libraries reduce overhead while providing quality service to researchers and policy makers in the Province.

#### D. Academic libraries support the community.

University libraries obviously serve the wider community as well. Advanced high school students and the interested public may obtain library cards and thus access this provincial resource. But, as more people are educated, more library materials will be required.

The foregoing shows that university libraries in Nova Scotia serve a variety of communities. Their primary users are, of course the students, faculty, and staff of the universities, while less obvious users include many segments of the population.

#### What have academic libraries achieved?

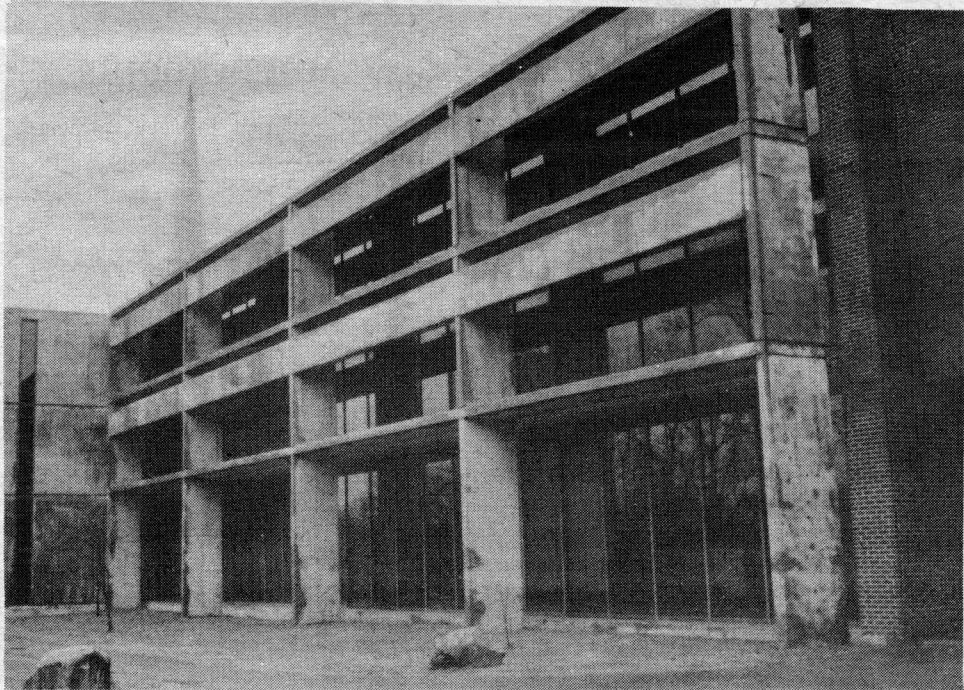
How have university libraries managed to serve their clients in the face of rising university enrolment and declining library acquisition funding? Progressive programs in the past and imaginative strategies for the present are responsible.

The universities in the province have always shared their resources. Inter-library lending, recognition of one another's borrowers cards, and telephone reference services are examples of this. As the parent institutions have concentrated in certain academic areas, the libraries have followed with cooperative collection policies. One example is the rationalization of the education collections in the universities following the rationalization of the various Departments of Education offerings.

#### A. The Nova Scotia Union Catalogue

The Nova Scotia Union Catalogue of the Provincial Library, functioning as an avenue to access the resources of the province's and, indeed, the world's, libraries, provides a service to public school students and teachers and the general public in their educational and continuing education endeavors.

Our university libraries have been contributors to this Union Catalogue making their resources available through libraries all over Nova Scotia, Canada, and the world. Unlike Great Britain and the United States, where national libraries have been developed



since the nineteenth century, the National Library of Canada is just over thirty years old. As a result, university libraries in Canada serve a very prominent role as major research resources at the local, regional, and national level.

#### B. Nova Scotia Online Consortium

Nova Scotia libraries formed the first online consortium in Canada in 1973. The Nova Scotia Online Consortium is an informal group of searchers of the online textual, numeric, and bibliographic data bases available. Many libraries in the province are represented in this group. Here, information is exchanged on new data bases, improved search strategies, communications problems, and the like. In addition, the Consortium sponsors training sessions and provides cooperative billing plans for its members.

#### C. Council of Metro University Librarians

In the Halifax area Dalhousie University, Mount Saint Vincent University, Nova Scotia College of Art & Design, Saint Mary's University, and the Technical University of Nova Scotia have formed a consortium of chief librarians (COMUL). Cooperative areas include reciprocal borrowing privileges, cooperative acquisitions through the ex-

the foundation for further cooperative projects and the rationalization of library collections.

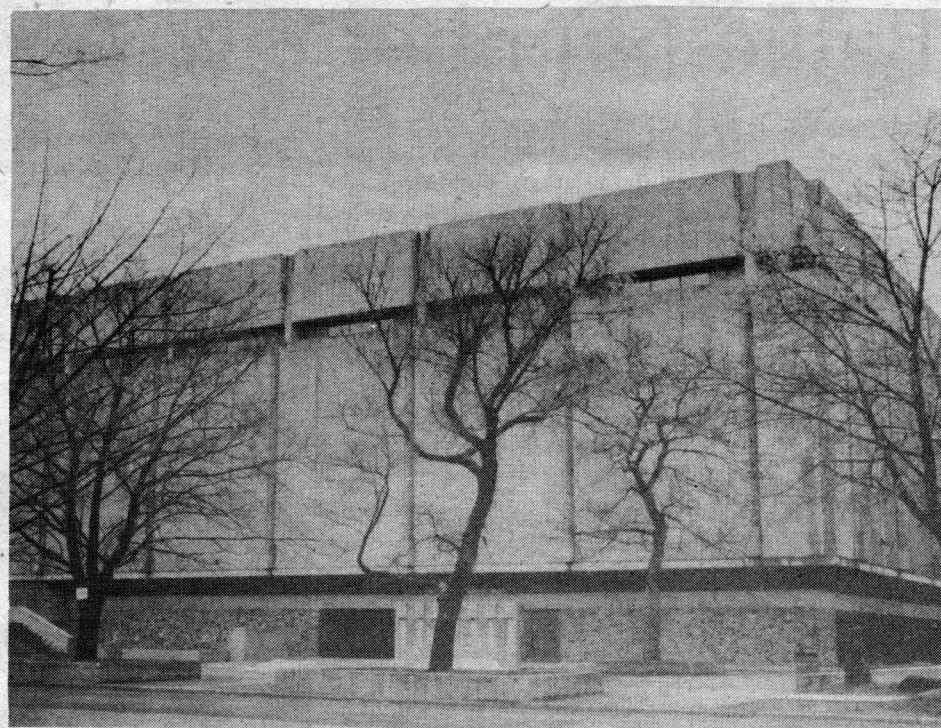
#### Academic libraries in the future

Expanded use of automation to do more, and more effectively, must occur. In order to reduce redundancy within collections and increase resource sharing, Nova Scotia libraries must be able to make use of the new technologies.

Inter library lending must be facilitated. Net lenders must be funded for the services they provide and not just by the net borrowers. Nova Scotia resources must be available to all Nova Scotians on a timely basis. Document delivery is of prime importance. Truck delivery systems served in the seventies. In the eighties, the use of technology is needed to provide facsimile transmission of complete text from a computer data base.

The librarians and other library workers must receive appropriate training and remuneration. University librarians, who provide sophisticated library service, are the lowest paid group of librarians in the province.

We are fortunate to have the Dalhousie University School of Library Service in this province and should continue to support and fund this programme to supply professional librarians. How-



public schools the resources of a well-stocked library resource centre. Thus, it is also essential to have qualified library staff in our schools.

The present efforts of the Nova Scotia Provincial Library in reporting Nova Scotia's library holdings to the National Library of Canada and, in turn, providing location services to our own libraries should be maintained and improved. This service links Nova Scotia's libraries with the rest of Canada and the world, providing access to the widest possible array of materials to Nova Scotians. The cooperation among all types of libraries to provide this service should not be undermined.

Libraries, and especially academic libraries, are the repositories of our heritage. In order to acquire and make available this knowledge, increased funding to academic libraries is essential. The funding level to academic libraries by their joint universities should reach at least six percent of their total budget. As a corollary, there must be sufficient funding to universities to support higher education in Nova Scotia. Libraries will not collapse in one year or two, but ten years from now we may realize we have nothing left to offer incoming students and the wider community, but buildings full of inaccessible obsolete material.

*Libraries will not collapse in one year or two, but ten years from now we may realize we have nothing left to offer incoming students and the wider community but buildings full of inaccessible obsolete material.*

change of lists of cancellations and new periodical orders, a truck delivery network administered by Dalhousie serving thirty-three libraries (and indirectly many of their parent institutions), and a clearinghouse service for more efficient distribution of all loans from the National Library of Canada and the Canada Institute for Scientific and Technical Information.

COMUL is investigating the acquisition of a computer-based integrated library system to handle the ordering, cataloguing, and circulation of library materials. The ultimate objective is to have, as an online catalogue, the holdings of the five metro university libraries accessible through computer terminals at various locations within the respective universities. Such an integrated automated system would provide

ever, there is no education programme for library assistants/technicians in Nova Scotia. Many hours of training are required before a person is ready to work in today's complex library environment.

Today when students enter into post-secondary education, whether at university, vocational schools or other types of institutions, they are expected to be independent seekers of information relevant to their topics of study. It is therefore necessary that in the educational process Primary through Grade 12, students acquire the ability to become qualified independent seekers of knowledge and information whether it be in libraries, archives, museums and/or other resources within the community. This goal can only be achieved if they have available to them in their

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# Baffle Number Five ~~DOUBLE~~ ~~DOUBLE~~ MEANINGS

The library and book trade has a language of its own, often scoffed from other occupations. Take for example 'gutters'; a term familiar to builders and pavers. While they use it to handle overflowing water, we use it to describe the flow of words on a printed page. Thank heavens we didn't borrow the meaning from the fisheries.

Your job in this Baffle is to match the correct word with the clues, and to provide a working definition.

1. In England, after "the hound and the horns in the morning", you could end up like this:  
\_\_\_\_\_
2. In music, a success; in baseball, a way to get to first base; in computers???:  
\_\_\_\_\_
3. A tree is better for them, but no less without them:  
\_\_\_\_\_
4. A term used in cricket to describe an 'inning'; to printers, a sticky wicket:  
\_\_\_\_\_
5. Usually found in monasteries; on paper, they're not so tidy:  
\_\_\_\_\_
6. This could be either a horse's colour or a binder's choice:  
\_\_\_\_\_
7. "The universe is slowing down," the physicist will tell you; to information scientists, the stars are hiding:  
\_\_\_\_\_

8. Marathon and track and field events contain plenty of these; but so does your high school literature book:  
\_\_\_\_\_

9. To Quincy and Mort Shulman, a place not to take your friends; to a cub reporter, a place to begin:  
\_\_\_\_\_

10. The chief executive officer's nickname also de-

scribes a way to preserve books:

Where's the results of Baffle Number Four (Who's Number One?)?

With one **Bulletin** following closely on the heels of another, the **QUIZMASTER** (whose decision is final) believes it fair to allow contestants extra time, for creativity and the mails.

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### Head, Health Sciences Library Memorial of Newfoundland

The Faculty of Medicine, Memorial University of Newfoundland, invites applications for the position of Health Sciences Librarian.

The library is situated in the Health Sciences Centre, opened 1978. This latter houses the 350 bed General Hospital and its nursing school together with Memorial University medical and nursing schools.

The staff consists of four professional librarians and seventeen FTE support staff. The Librarian is a member of the Faculty of Medicine and reports jointly to the Dean of Medicine and the University Librarian.

Responsibilities of the post include preparation and allocation of budgets; developing collections and services; planning space utilization; promoting effective use of library resources; consultation with provincial hospital librarians and provision for province-wide health library services; training

and development of staff. Applicants should have a background in the health sciences field, possess M.L.S. or equivalent from an accredited library school and a minimum of 3-5 years administrative library experience. A knowledge of computerized library systems is desirable. The salary is negotiable and commensurate with qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and names of three referees to: Dr. J.D.W. Tomlinson, Chairman Search Committee, Faculty of Medicine, Health Sciences Centre, St. John's, Newfoundland, Canada A1B 3V6. The position is available immediately; the closing date for applications is June 30th 1984.

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### Margaret Williams Trust Fund Award

Applications are now invited for the Margaret Williams Trust Fund Award which has been established to promote the development of librarianship in the Province of Newfoundland and Labrador. The late Margaret Williams was a long-time librarian at Memorial University of Newfoundland and University Librarian at the time of her death. The award provides funds for scholarships, research, special projects or work exchange opportunities.

Funds are awarded on a competitive basis to librarians or to persons wishing to get a library science degree at an accredited library school. A librarian is defined as any person:

1. with an MLS degree or its equivalent;
2. working at least 75% of his/her time in a school library;
3. in sole charge of a school, public or special library;
4. working as a senior library assistant or technician or the equivalent in a public library system or college or university library.

Librarian candidates must have two years work experience in a library, preferably in the province.

This year's award will be up to \$500.00.

Deadline for applications is May 31, 1984.

For further information and an application form contact:

Mr. Richard Ellis  
Chairman, Board of Trustees  
Margaret Williams Trust Fund  
Queen Elizabeth II Library  
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