

Salaries of Public Librarians

By Jackie MacDonald and Robert Boychuk

This article is fourth in a series surveying salaries of librarians working in Atlantic Canada. As information on the terms of employment governing public librarians working in Prince Edward Island, New Brunswick and Newfoundland appeared in "Salaries of Provincial Civil Service Librarians", published in the September-October, 1988 *APLA Bulletin* it will not be repeated here.

The information presented in Tables 1 and 2 and in the discussion which follows was collected by means of questionnaire from the office of the chief librarians in each region or from provincial library services' offices. All figures,

unless otherwise stated, are for the 1987-88 year.

Promotions from one rank to another are possible without switching positions or changing the original job description only at Cumberland Regional Library, Amherst, Nova Scotia and Pictou Antigonish Regional Library. Remaining respondents report that it is not possible to receive a promotion without switching positions or changing the original job description. For comparison among library systems, examples of position titles at each level are presented in Table 2.

While educational leave with pay is

available in New Brunswick and Newfoundland, and is available by means of a standard four-over-five years salary distribution plan in Prince Edward Island, only the South Shore Regional Library System in Nova Scotia reported that such leave is allowed in their Personnel Policy.

As previously mentioned, public librarians in New Brunswick, Newfoundland and Prince Edward Island are part of their respective provincial civil services. No Nova Scotia regional library system reported that the librarians are within a bargaining unit or union. However, the Halifax City Re-

gional Library does have a staff association to which all full and part-time salaried staff belong with the exception of the Chief Librarian, Deputy Chief Librarian and Administrative Assistant. There, an Agreement is signed annually after review by committees of the Library Board and the Staff Association. This seems to be the only agreement re compensation and working conditions in place in Nova Scotia public libraries.

No public library system in the Atlantic region reported that an additional stipend is paid for performance of administrative tasks.

TABLE 1: SALARIES AND WORKING CONDITIONS IN NOVA SCOTIA REGIONAL LIBRARIES

	Annapolis Valley	Cape Breton	Colchester East-Hants	Cumberland	Dartmouth	Eastern Counties	Halifax City	Halifax County	Pictou Antigonish	South Shore
Normal length of employment before consideration is given to Permanent Status	6 months	6 months	6 months	6 months	6 months	1 year	1 year	6 months	1 year	?
Normal Number of Working Hours per Week										
Summer	37.5	35	35	35	35	35	35	35	35	35
Winter	37.5	35	35	35	35	35	35	35	35	35
Annual Vacation	3 weeks	3 weeks	4 weeks	2 weeks	4 weeks	3 weeks	20 days	3 weeks	4 weeks	3 weeks
Travel/Professional Development	none	none	?	none	?	available	available	n/a	available	available
SALARIES:										
Librarian I Salary Floor	\$22,876	\$21,100	\$21,822	\$20,100	\$26,099	\$22,443	(\$26,794)	\$22,070	\$22,255	(\$21,840)
Librarian I Salary Ceiling	n/a	\$26,366	\$26,347	\$22,625	\$30,490	\$27,070	(\$31,350)	\$25,110	\$28,160	(\$25,551)
# of Steps in Rank	n/a	4	5	5	5	5	5	4	7	5
Increment Between Steps	n/a	6%	+5%	3%	1100+	5%	4%	4.5%	4%	4%
Librarian II Salary Floor	\$28,073	\$24,096	\$24,049	\$23,100	\$29,311	\$25,123	(\$32,249)	\$26,550	\$25,035	(\$25,106)
Librarian II Salary Ceiling	n/a	\$30,422	\$29,149	\$26,000	\$34,287	\$30,341	(\$37,726)	\$30,200	\$31,675	(\$29,372)
# of Steps in Rank	n/a	4	5	5	5	5	5	4	7	5
Increment Between Steps	n/a	6%	+5%	3%	1200+	5%	4%	4.5%	4%	4%
Librarian III Salary Floor	\$34,452	\$26,366	\$27,883	\$25,000	\$32,675	\$27,604	(\$38,488)	\$29,040	\$28,160	(\$27,175)
Librarian III Salary Ceiling	n/a	\$33,286	\$33,742	\$28,140	\$38,245	\$33,452	(\$45,025)	\$33,060	\$35,630	(\$31,791)
# of Steps in Rank	n/a	4	5	5	5	5	5	4	7	5
Increment Between Steps	n/a	6%	+5%	3%	1400+	5%	4%	4.5%	4%	4%
Librarian IV Salary Floor	n/a	\$33,066	\$32,120	\$27,000	\$36,482	\$32,639	(\$49,760)	\$31,360	\$31,675	(\$29,347)
Librarian IV Salary Ceiling	n/a	\$41,745	\$36,273	\$30,390	\$42,496	\$39,674	(\$58,212)	\$35,690	\$40,080	(\$34,332)
# of Steps in Rank	n/a	4	5	5	5	5	5	4	7	5
Increment Between Steps	n/a	6%	+5%	3%	1500+	5%	4%	4.5%	4%	4%
Librarian V Salary Floor	n/a	n/a	n/a	\$31,000	n/a	n/a	(\$61,434)	n/a	n/a	(\$33,690)
Librarian V Salary Ceiling	n/a	n/a	n/a	\$34,990	n/a	n/a	(\$71,869)	n/a	n/a	(\$39,414)
# of Steps in Rank	n/a	n/a	n/a	5	n/a	n/a	5	n/a	n/a	5
Increment Between Steps	n/a	n/a	n/a	3%	n/a	n/a	4%	n/a	n/a	4%


Information provided for Halifax City Regional Library is from the 1988-89 contract. AVRL, CBRL, CRL - after 10 years, 4 weeks vacation; CRL - after 15 years, 5 weeks vacation; ECRLB after 5 years, 4 weeks vacation; HCityRL - after 17 years, 25 days vacation, after 25 years, 30 days vacation; HCountyRL - after 8 years, 4 weeks vacation; PARL - after 10 years, 5 weeks vacation. SSRL - salaries do not reflect a cost-of-living increase of 3.1% effective January, 1988.

TABLE 2: EXAMPLES OF POSITIONS/TITLES BY LEVEL

	Nova Scotia	New Brunswick	Newfoundland	Prince Edward Island
Level	Position or Title	Position or Title	Position or Title	Position or Title
Librarian I	Audio Visual Services Librarian Bookmobile Librarian Branch Librarian Children's Librarian General Librarian General Reference Librarian Junior Librarian Supervisor of Technical Services Technical Services Librarian	Head, Audiovisual Section of a Large Library	City Librarian Head of Section, Provincial Reference & Resource Library	
Librarian II	Adult Services Librarian Assistant Head, Reference Assistant Head, Children's Services Assistant Head, Young Adult Services Bookmobile/Technical Services Librarian Branch Librarian Children's Librarian Coordinator of Branches Coordinator of Bookmobile Services General Librarian Head, Children's Services Head, Adult Services	Head of a Medium Size Public Library	Assistant Head, Provincial Reference & Resource Library	
Librarian III	Branch/Extension Librarian Chief Librarian Coordinator, Adult Lending Coordinator, Children's Services Coordinator, Extension Services Coordinator, Reference Services Coordinator, Systems Coordinator, Technical Services Coordinator, Young Adult Services Coordinator of Several Departments Deputy Chief Librarian Director of Programming Supervisor of Branches	Extension Librarian not supervising professionals	Regional Librarian	Library Supervisor
Librarian IV	Assistant Chief Librarian Chief Librarian Deputy Chief Librarian	Extension Librarian supervising other professionals	Deputy Chief Provincial Librarian	Provincial Librarian

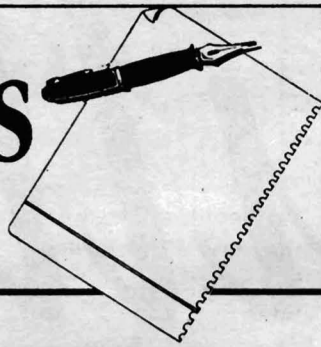
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Happy Holidays

FROM THE PRESIDENT'S DESK



In my column this month, I would like to report on the APLA Executive meeting held in Halifax on September 24-25, 1988. Since the agenda was a lengthy one and this is a summary only; I encourage you to contact your provincial Vice-President or any other member of the Executive for full details.

Items discussed included the possibility of a bilingual name for APLA. The Aims and Objectives Committee is undertaking further study of the implications and ramifications of this and will report to the February Executive meeting. Another item on the agenda was the possibility of a permanent secretariat. It was agreed that we can't afford this without an increase in dues, but clerical operations might be arranged so that a temporary secretary could be hired for a few days per year. Other possibilities are to be investigated. The issue of job advertisements where the qualifications required do not correspond to the job title was discussed. I will be raising this at the November CLA Council meeting. The Executive passed a motion in support of amending the N.B. Human Rights Act to prohibit discrimination on

the basis of sexual orientation. As well, the participation of French-speaking authors in Children's Book Week was discussed.

A report on the 1989 Charlottetown conference was received. It will be an exciting and informative experience that I hope many of you will attend.

Government Documents people take note: I received a letter from Jim Brett, who edits the newsletter *input*, a bimonthly government publications newsletter produced at the University of Guelph Library. He writes that he is trying to widen the newsletter's appeal by including more news, information and reviews which deal with activities and publications from all other provinces. Interested APLA members should contact him at The University of Guelph Library, Guelph, Ontario, N1G 2W1.

I would like to close by encouraging you to participate in your Association by contacting any member of the Executive with concerns or questions.

Gwendolyn Creelman
President

From Where I Stand...

Caught in the Act: Libraries and Bill C-54

by Debbie Taylor

A conservative political climate sometimes brews increased awareness of the potentially harmful effects that books, films and recordings can exert on the behaviour of young people. This concern is not ill-willed; it grows out of a genuine desire to shelter youngsters from the uglier aspects of society. Most people would agree that the denigration of any person for sexual or physically abusive situations or titillating purposes is undesirable. Problems arise, however, when one tries to define what is universally unacceptable. More problems arise when one attempts to authorize someone or a specific group to make final judgments about what is or is not acceptable. With the recently proposed Bill C-54, the Canadian government tried to meet public demands for censorship of undesirable literary materials. Unfortunately, Bill C-54 caused more problems than it resolved.

As a Youth Services' Librarian, my sense of humour is sometimes strained contemplating what the potentially disastrous effects a poorly thought out piece of legislation such as Bill C-54, may have on library services which have taken years of thought, effort and scarce resources to develop.

Hooray! With Bill C-54, the federal government has finally defined pornography, and has placed the blame for the availability of these materials squarely on the shoulders of authors, publishers, booksellers and librarians. The government has recognized that Joe Public is not responsible enough to choose his/her own reading. Under Bill C-54, erotica is nudity, and pornography is any description of the sexual act. Both are objectionable as is anything that smacks of racism, sexism, touches on what might be deemed a politically sensitive issue, includes "bad language", or contains too much or too little religious thought. With Bill C-54, the government has clearly given everyone a mandate to remove objectionable material from store and library shelves. From now on, purveyors of smut will have to defend themselves against the public opinion they have offended. Imprisonment up to ten years is mild punishment for anyone caught distributing questionable material.

The library as a public institution must now clean house. For years, we have wrongly thought that readers are capable of discriminating. We have hidden behind the outmoded idea that freedom of speech includes the right to hear all sides of a question and make informed judgments about critical issues. Clearly, we have been guilty of wrong-thinking.

We recognize that cleaning this mess cannot be left to those who caused it in the first place. Those who work daily with books are easily subverted into reading the whole content. They have lost the ability to focus on the "bad" passages out of context. Most teenagers are more adept at this than a librarian or bookseller. The person best suited to judge library materials, therefore, is the non-reader, one with the least exposure to a variety of ideas. He or she is unable to hold onto the simplistic definition of pornography that the Canadian government has thoughtfully provided in Bill C-54.

As children's and youth services librarian, I am particularly enlightened at how easy Bill C-54 makes my job. No longer do I worry about teenagers in the library. Anyone under 18 is now deemed a child and is denied access to materials showing nudity or describing sexual acts. Now we get rid of all informational material on sexuality. Information on sex strategies to avoid AIDS can no longer be a collection development priority for the young adult section since sexuality is a taboo subject for anyone under eighteen. No more do I need to make sure there are appropriate materials for preschool young teens seeking information about their bodies. Bill C-54 denies their right to know.

Fairytales and those award-winning author/illustrators who have tried to put us in touch with our innermost feelings are now excluded from the junior collection. Goodbye, Snow White! Au revoir, Maurice Sendak. No more do I have to push literary award-winner books into the hands of young readers. I have to deal with subjects which are no longer acceptable to junior collections.

With any luck at all, my problem may be finding enough material to fill the shelves. Unfortunately, violence and gore are acceptable, if they don't have any real strings attached.

With a little creative thought, I might be able to rewrite *The Chainsaw Massacre* into a thriller for the junior set.

Thank you to the politicians in Ottawa who have put so much thought into drafting Bill C-54. Keep up the good work, you guardians of the public good!

Debbie Taylor is Children's Youth Services Librarian, Pictou County Regional Library.

APLA Welcomes
**NEW
MEMBERS**



APLA would like to welcome the following new members:

From New Brunswick:

Betty Albright, Christine Corston, Ivan Douthwright, Claire Duclos, Marie-Mai Hebert, Sophie Leblanc, Camelia Roussel, Monique Schofield and Margaret Wicken.

From Prince Edward Island:

D.W. Carter and Joyce Gaudet.

From Nova Scotia:

Thomas B. Acker, Patricia Barry, Donna Capern, Patricia Chalmers, Darlene Beck, Holly Bureaux, Fred Kennedy, Alexis Marie Little and Jane Thornley.

From Newfoundland:

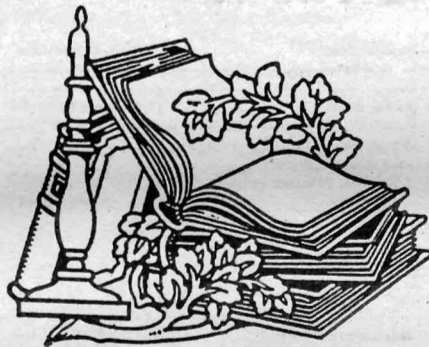
Angela Lonardo, Beverley Neable and Victoria Ripley.

From Hay River, NWT:

Sara Lochhead.

From Regina, Saskatchewan:

Kenneth Vaughan.



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A National Research Collection

by F.K. Donnelly

Both university and public libraries have for many years faced difficult financial decisions in a climate of public sector spending restraint. Book acquisitions have been adversely affected at some libraries while at others some periodicals have been cut from the serials collection. In this difficult set of circumstances it may seem ill-advised to raise the question of another more research oriented aspect of library acquisition policy. Yet paradoxically it is now in the period of budgetary limitation when we need to address the question of research acquisitions most squarely.

Scholars engaged in research in the humanities and social science disciplines need to have access to a wide range of primary research materials. Those in History need to use collections of private papers, long runs of newspapers, as well as magazines, prints, pamphlets, and maps. Some in the literature and philosophy disciplines have similar requirements. Likewise social scientists need government reports, census data and other statistics in order to carry out their research obligations. For those working in Canadian fields of enquiry there is an institutional network that offers considerable support. The Public Archives of Canada and the various provincial archives are entrusted with the preservation of this aspect of our national heritage. For those Canadian scholars who conduct research on non-Canadian regions of the world, the situation is somewhat different.

Canadian libraries (with some notable exceptions at the national and university levels) do not possess large research collections of primary research materials in non-Canadian fields. The cost of acquir-

ing such research collections is usually prohibitive in comparison to the demand for their use. Yet some very large collections of primary research materials have come on the market in the microfilm format in the past two decades. Now we have reached a point where another reproduction technology may bring even more rare manuscripts, nineteenth century newspapers, and even out of print books to a wider audience. That technology is the compact disk (CD-ROM). Yet even in microfilm or compact disk formats the acquisition of large research collections is beyond the financial ability of most Canadian university libraries. At the same time we should be aware that some American university consortia are buying these collections as they appear on the market and are moving rapidly ahead of their Canadian counterparts.

If the purchase of such materials is beyond the capability of a single library, then what are the alternatives? It is possible to send the researchers to libraries, archives and museums abroad to conduct their research. This is the traditional way we have done such research in Canada. It has its problems as it is very costly, often inefficient, and restrictive with regard to the involvement of graduate students in the research process. It is possible for a library to join a central repository for research materials. The Center for Research Libraries in Chicago fills this function. Canadian libraries may join, but for many the annual cost is prohibitive. Canadian members of the Center for Research Libraries are large, well-endowed, metropolitan university libraries.

It is clearly too costly for the

smaller libraries to join and these are the ones with the weaker holdings in research areas. Also the collections policy of a Chicago based research institute might not always reflect Canadian priorities.

Another solution would be to expand the role of the National Library in Ottawa in this regard. To a certain extent this has been tried already, but once again there are funding problems. Moreover the existence of a fine collection in Ottawa must be known to researchers across the country. We need to have a descriptive on-line retrieval system for our valuable research collections.

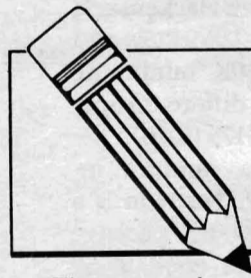
Likewise several university and public libraries could form a regional consortium for a co-ordinated development of an interlibrary research collection. Again this has already been done in a number of quarters, both in Canada and in the United States. Here too we need to ensure access to the collections that may be housed at a large number of geographically dispersed institutions.

What we need to do at this time is to develop a national policy on non-Canadian research collections. Such a policy must define the roles of the National Library, Canadian membership in the Center for Research Libraries, and regional research consortia. It must also provide for electronic access to the catalogues of all such holdings in the entire system regardless of the location of the researcher's library. We also need to make decisions about the format of such collections since the advent of the computer disk. It is only when we have such a policy that we will be able to maintain a first rate national research collection. Furthermore we need to have a policy that en-

sures there is no unnecessary duplication in acquisitions of such expensive items. We also need to have a clear policy in order to convince our politicians of the practicality of our proposals. The alternative is to fall behind in building such collections, in acquiring new technologies, and in building a widely accessible system in this country. We don't want to lapse into a "colonial" dependence on the library resources of other countries.

I look forward to the day when the Canadian researcher will be able to sit at a computer terminal in his own library and request locations for manuscripts or pamphlets held in the national collection. On the screen will appear a display of the locations for those particular collections. Some items are available locally, others are in the National Library in Ottawa and will have to be sent by interlibrary loan. A few are in the research holdings in Chicago and may be borrowed under the terms of a new Canadian agreement with the American government. Finally a small number of items are not available in reprint form anywhere. For these the originals must be consulted in the Public Record Office in London, England. It may sound a little utopian, but Canadians have traditionally been very inventive in matters of long distance communication. I see no reason why it should be different when we tackle the problem of a national research collection.

F.K. Donnelly is Professor of History, University of New Brunswick, Saint John.



From the EDITOR'S DESK

There are a few new changes to the *APLA Bulletin*, visible and invisible. Mark Leggott has started a regular column on microcomputers and their applications in libraries. Readers are encouraged to write to him with suggestions or comments on this new column.

Less visible, but still a vital part of the *Bulletin's* production, is the addition of Michael Bramah to the Editorial team. He has taken the new position of Assistant Editor, and will be responsible for the development of theme issues, correspondence with authors and occasional proofreading. His efforts will no doubt result in a better *Bulletin*.

Some *Bulletin* readers have said

that they would like to see more job ads posted in the *Bulletin*. I couldn't agree more! It seems to me a good inexpensive way of reaching 600 APLA members across the Atlantic Provinces, some across Canada and some across the world. But I will need your cooperation. I urge you to consider the *Bulletin* next time you have a job vacancy in your library, even if you think you have missed the deadline for copy. Check the masthead for a list of *Bulletin* headlines. For last minute ads, I suggest that you give me a telephone call (or ENVOY or FAX) to see if an ad can be squeezed in. Often it can.

Enjoy this issue...

School Library Picture in Nova Scotia

Although there are still several school districts in Nova Scotia where little or no library planning/development is going on, a number of districts have made tremendous progress in the past few years, thanks to the commitment and leadership of superintendents, district administrators and individual principals.

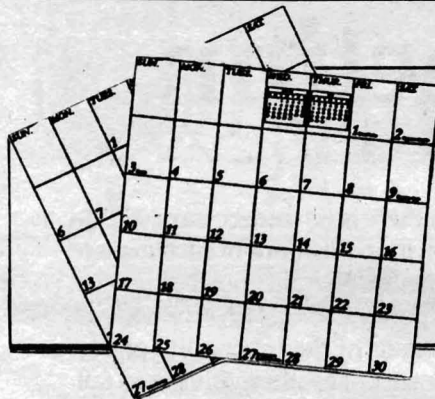
Halifax leads the way with a history of supervision, planning and staffing although, due to budgetary restraints in recent years, the picture is not a perfect one. However, creative planning by supervisory personnel to make the best use of library staff at all levels, the abilities and talents of individual library personnel, and the continued support of district administration has meant that the library program throughout the Halifax schools has continued to serve as an excellent example for other districts to follow.

Among the rural/urban areas, Pictou District stands out. Support

for and commitment to school library development by school board, district administration, principals and teachers, has meant steady progress from the Fall of 1983 when a District School Library Committee was formed which resulted in July 1985 in a policy/planning report—a guideline for future development. In 1986 a teacher-librarian was hired for each of the high schools in the seven "school families" to serve as librarian in that school and to assist "feeder schools" to develop their library program.

The Library Services Handbook, published through the assistance of the N.S. Teachers Union, contains basic information on classifying and cataloguing materials, setting up vertical files, circulation procedures, creating displays, etc. It is a useful addition to school libraries.

Shirley Coulter is Coordinator, Nova Scotia School Libraries



UPCOMING EVENTS

November 25, 1988. Halifax.

"Interaction and Innovation: An Agenda for the Schools in the Faculty of Management Studies" **SPEAKER:** Dr. James D. McNiven, Dean, Faculty of Management Studies, Dalhousie University. From his diverse background of experience with both the private and the public sector, Dr. McNiven comes to this Faculty with challenging new ideas on opportunities for growth and development, not least in the areas of information management and information technology. **TIME AND PLACE:** 11:45 a.m., MacMechan Auditorium, Killam Library.

November 29, 1988. Halifax.

Keith Matheson, Statistics Canada, is hosting a session on social demographic trends. A discussion will follow on plotting library serv-

ices of the future in preparation for those trends. The session will be held in the MacMechan Auditorium, Killam Library at Dalhousie. For more information, please call Halifax Library Association President, Gwen Whitford, at 424-7734.

December 2, 1988. Halifax.

"The Librarian as Communicator: Serving Information Needs in a Large Government Agency". **SPEAKER:** Donald Bidd, Chief Librarian, National Film Board of Canada, Montreal. Donald Bidd is responsible for the management of the FORMAT database on Canadian audio-visual materials, the publication of Canada's national filmography *Film/Video Canadiana*, the Reference Library and the Records Management Unit of the NFB. He has made numerous presentations

at national and international gatherings in library and media sectors. He also teaches in the area of media librarianship at the Graduate School of Library and Information Studies at McGill University. **TIME AND PLACE:** 11:45 a.m., MacMechan Auditorium, Killam Library.

January 26, 1989. Halifax.

Halifax Library Association is pleased to announce that it will be hosting a reception for Marianne Scott, National Librarian, at 7:30 p.m., in the Red Room, Province House. There may be a small admission charge for the event. Confirmation of attendance will be required in advance. For more information, call Gwen Whitford at 424-7734 or Judy Reade at 424-3632.

January 27, 1989. Halifax.

"The National Library of Canada: Recent Developments and Future Plans". **SPEAKER:** Marianne Scott, National Librarian, MacMechan Auditorium, Dalhousie University. (TO BE CONFIRMED)

February 10, 1989. Halifax.

"Compact Disks: Collection Development Tool or Service Crutch?". **SPEAKER:** Dr. Leigh Gusts, Acting Business Librarian, Columbia University Business/Economics Library, New York. (TO BE CONFIRMED)

February 17, 1989. Halifax.

All Day Workshop: Ruth Rintaul, Editor-in-Chief, QL Systems Limited, will introduce legal literature and the use of the QL databases, and conduct hands-on demonstrations of the system for students of the School of Library and Information Services, Dalhousie University. Limited space will be available for area librarians.

(TO BE CONFIRMED)

May 15-17, 1989. Ottawa.

The National Archives of Canada is hosting an International Council on Archives (ICA) Symposium on Current Records in Ottawa. The topic of this Symposium will be "Converging Disciplines in the Management of Current Records". The Symposium is intended for a multidisciplinary audience concerned with the management of current records in all forms. The Symposium will address new developments in the management of information and information technology, illustrating the current convergence of separate information disciplines. For more information, contact: Winston A. Gomes, Symposium Coordinator, Government Records Branch, National Archives of Canada, Ottawa, Ontario K1A 0N3 (819) 953-5711

Dalhousie School of Library and Information Studies Evening Courses 1989

Alumni and other local librarians may be interested in enrolling in any of the following School of Library and Information Studies courses, which will be offered from January 3 - April 7, 1989, during the evening hours for your convenience:

LS 735 - ADVANCED ONLINE SEARCHING

Tuesdays, 7:00 - 9:30 p.m.
Taught by Professor Lindy Siegert.

ED 5552B - PLANNING AND DEVELOPMENT OF SCHOOL LIBRARY PROGRAMS AND SERVICES

Wednesdays, 4:30 - 6:30 p.m.
Taught by Dr. Larry Amey for the School of Education, and cross-listed in the School of Library and Information Studies.

LS 675 HEALTH SCIENCES LITERATURE AND INFORMATION SOURCES

Wednesdays, 5:30 - 8:00 p.m.
Taught at the Kellogg Library, Dalhousie University, by Health Sciences Librarian Ann Manning and staff.

LS 606 - MANAGEMENT INFORMATION SYSTEMS

Thursdays, 6:30 - 8:30 p.m.
Taught by Dr. Andrew Peacock, School of Business Administration, and cross-listed in the School of Library and Information Studies.

In addition, Dr. Amey's course in Young Adult Literature and Media Interests (LS 625) will be offered in the Winter Term on Friday afternoons, 1:30 - 4:30, for the benefit of working librarians. This course is cross-listed in the School of Education, Dalhousie University, and the Department of Education, Mount Saint Vincent University. Another course which may be of interest is Professor Siegert's Records Management (LS 637) being offered from 3:00 - 5:00 on Wednesdays.

If you are interested in these or other courses offered by the School, please contact Jennifer Brownlow at 424-3656.



Overdue Book Excuse Contest Winner...

The winner of APLA Bulletin's Best Excuse for an Overdue Book Contest is...

Agnes Palmer, Library Assistant, Saint John Regional Library.

Agnes said that a patron, having received an overdue notice for the book *Anne of Green Gables*, gave the following excuse:

"I took the book to PEI to see *Anne of Green Gables* and forgot it. She is sending it back special delivery."

Congratulations, Agnes, and enjoy the prize of a book generously donated by the Canadian Book Information Centre.



MICROLINK

Welcome to what I hope will become a regular feature in *APLA Bulletin - Microlink*. Microlink will be a forum for the discussion of microcomputers and their applications in libraries. Microcomputer technology is a powerful tool with many exciting possibilities, and it can be a very simple one to learn and manipulate, despite what many people think.

I will try to discuss one major topic in each column (next issue it will be CD-ROMs and Local Area Networks), as well as recent developments. Regular sections of the column will be New Software, New Hardware, DOS Tips, and Good Reading. I would also like to encourage interested individuals to send in any questions or comments they have regarding micros, and I will try to answer them.

DOS Tips

A cluttered root directory is often a sign of bad planning in other areas. Your root directory need only contain your subdirectory listing and three other files: COMMAND.COM, CONFIG.SYS, and AUTOEXEC.BAT.

Any other files can be referred to in CONFIG.SYS or AUTOEXEC.BAT using a DOS path statement, even files such as ANSI.SYS. One good way to accomplish this, and call up any program with one command at the DOS prompt, is by using batch files.

All batch files can be kept in a BATCH subdirectory, with the path statement PATH \BATCH in your AUTOEXEC.BAT file. Thus, you could have a batch file called WP.BAT which changes to the subdirectory WP and starts up your favorite word processor package.

Good Reading

Norton, Peter and Robert Jourdain.

The Hard Disk Companion. New York: Brady Books, 1988. 394 p. \$32.00 (Cdn)

A new book by two of microcomputerdom's gurus. A good read and full of useful advice on managing your hard disk, and getting the most out of DOS. Includes examples and discussion of some of the best utility software on the market today. Required reading if you have a hard disk, and highly recommended if you don't.

New Software

Tornado. Micro Logic Corp., PO Box 70, 100 2nd Street, Hackensack, NJ. Requirements: IBM PC's and compatibles with 60K minimum; three versions with different capabilities from \$60 to \$175 (Cdn).

Advertised as a random information processor, *Tornado* is a handy memory resident package which is designed to emulate all those nasty little sticky notes that clutter up your desk. While that may be a slight exaggeration, this is still a neat (and fast) little information manager. I use it to store serial numbers of software packages, and help desk numbers for online utilities. Just hit Alt-J while searching Dialog, search for the database you're on, and there it is. Useful as well for those "cheat notes" or little reminders.

That's enough for the first column - I look forward to hearing from you!

Mark Leggott,
Information Transfer Coordinator
UNB Fredericton, PO Box 7500,
Fredericton, NB E3B 5H5
(506) 453-4602/FAX: (506) 453-3518

General Activities Fund Report

As of October 1, 1988 the Finance Committee of APLA has approved two applications for funding from the General Activities Fund for the 1988/89 budget year. The first was to support a public information forum on Bill C-54 sponsored by LINK - LIBRARY INFORMATION NETWORK, Saint John, N.B. on May 4, 1988. The second project is a workshop on resource sharing organized by MASAL/BRMS (Moncton and Sackville Area Librarians Group / Le groupe des bibliothécaires de la région de Moncton et de Sackville). It will be held in Sackville, N.B. on November 18, from 2 TO 5 pm.

There is still \$1,500 in the fund to support further general activities such as workshops and seminars which aid professional development. Applications are to be made, in writing, to the Finance Committee and should include a description of the activity, (the purpose, projected audience and duration) and a budget proposal including the expected revenues and expenditures, other sources of revenue, and whether the request is for seed money or a subsidy.

Gwen Creelman
Convenor, Finance Committee

APLA Library Technicians' Interest Group

The APLA Library Technicians Interest Group is alive and well and interested in reaching all Library Technicians working in the Atlantic Provinces.

If you are not already on our mailing list, please contact:

Joyce Thompson, Convenor,
APLA Library Technicians
Interest Group,
Colchester-East Hants
Regional Library,
P.O. Box 100, Brookfield,
Nova Scotia B0N 1C0



A Conservator Comes to Sussex

by Murray Baillie

"Sussex Public Library invites persons wishing advice and guidance in caring for, preserving and storing items such as books, newspapers, scrapbooks, maps, diaries and pictures to attend a public meeting at the Library." So said the notice on the door of the Library announcing a conservation day. Harold Holland, Conservator with the Provincial Archives in Fredericton, was coming to town.

Harold Holland, a veteran of ten years with the Provincial Archives, was originally approached for advice when book lice attacked some scrapbooks held by the library. In fact, the lice were destroyed by freezing them in the trunk of a car in the New Brunswick winter. Recently, the Agricultural Museum of New Brunswick asked for information on preservation of some of its collection.

It was arranged for Holland to spend a day in Sussex and be available for appointments in addition to a public meeting. The Kings County Record, the Library Board and Historical Society arranged consulting times.

"Most of us have items that we want to look after," he began, "which may not be classed as valuable in a museum context but to you, to your family, they are important and that's the bottom line."

A display of photographs on the wall illustrated types of deterioration and how to avoid such problems. Holland referred to this exhibition as he talked. Most library people know about damage from biological sources, the environment and light. Mold, mildew and insects will thrive in moist and warm conditions. A humidity level greater than 60% may result in mildew growth. Acidic air will damage leather covered

books and under warm temperatures, a wax seal on a historic document can melt. Light can fade photographs and fabrics; it can weaken the hinges of books and cause the colour of the spine to bleach. There is also the damage of metal paper clips and scotch tape.

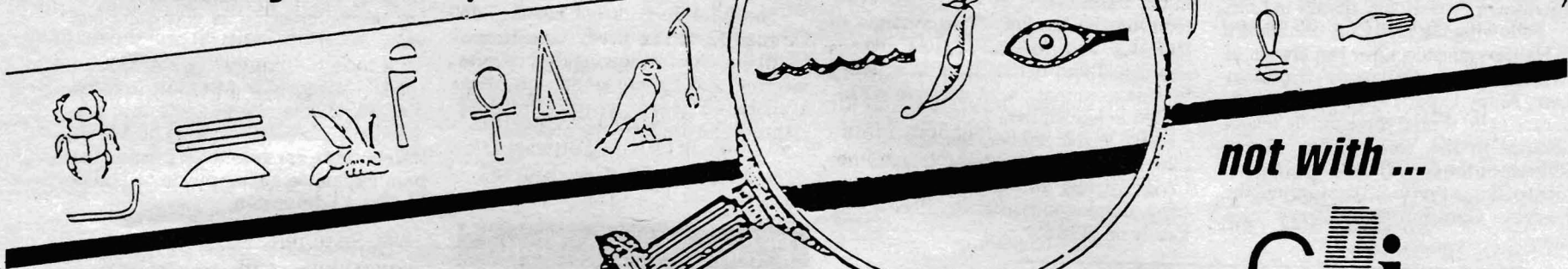
Holland recommended making a copy of colored photographs and storing them in a deep freezer. The photos can be put in a bag which can be heat sealed. "There is a rule of thumb: that for every ten degrees celsius you reduce the temperature, you double the life of the artifact."

For the housing of valuable material, Holland recommends using an acid free envelope or 100% pure linen paper. Photographs should be stored in neutral (not alkaline) containers.

In any restoration work, all changes should be reversible because of new research and changing technology. "Fortunately most artifacts are quite durable" is Holland's comforting thought.

What does conservation have to do with your library? First, it is the kind of information which the public requests. Conservation efforts are opportunities to build awareness for conservation which may pay dividends when the library needs finances for a project. Secondly, it may also pay off for a museum, archive or library when a valuable item, carefully preserved at home, is donated. Third, it builds relationships among conservators, libraries, museums and archives, who, after all, need each other. Talks such as Harold Holland's help to filter down research to the general public and help contribute to the preservation of our historical heritage.

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NEWS FROM THE REGIONS

New Brunswick

York Regional Library

Negotiations are underway to make the old manse library in Newcastle a part of York region. The Library's collection of 40,000 books and valuable genealogical material is currently housed in the old Beaverbrook home, an historic landmark.

Trustees from across New Brunswick held their annual meeting in Fredericton in September. Discussion centered on sharing ideas and experiences, to streamline their bylaws and on ways of making the Library service better. Lorna Delong a trustee with the L.P. Fisher Library Board in Woodstock, was keynote speaker and workshop leader. Yvan Nadeau, treasurer of the Haut-Saint-Jean Regional Library Board, was elected Chair of the Association. Lorna Delong was Elected Vice-Chair for the fiscal year 1988-89.

York Regional Library held a professional development session on October 17 for staff from all 20 branches and headquarters. Attendance was high as boards across the region closed branch libraries enabling staff to attend the day long session. The program, was designed by librarians Kerri Davis and Muriel Morton in consultation with Regional Librarian Katherine Le Butt. Workshops were led by Mardi Cockburn (What Library Boards Can Do For You), Annemarie Ottens (The Revised Workbook: Policies and Procedure), Greg Blake (The Problem Patron) and Leslie Cockburn (Using Public Relations To Raise Your Profile, Your Circulation and Your Spirits). Staff also toured the New Brunswick Library Service offices in Marysville Place.

York Regional Library's annual book sale, one of the largest in the Atlantic Region, was expanded to four days this year. Over 20,000 books, some culled from library collections, others donated by the public in support of the library, changed hands. Profits from the sale have increased by 400% over the last three years. The sale is held at the downtown Fredericton library in June.

Following the 1988 CLA Conference in Halifax, guest lecturer Jim Dwyer of Australia and Dalhousie Professor Larry Amey, experts in the public school library field, toured three public school libraries in the York region. Bryan Roberts of the New Brunswick Department of Education took them around the Harvey Community Library and

Nackawic Public School Library while Regional Librarian Katherine Le Butt joined them on their visit to the Nashwaaksis Public School Library.

Ann Thwaite, one of today's most knowledgeable and prolific children's literature experts, was at York Regional Library in Fredericton on September 1 to give a talk on A.A. Milne, author of the Pooh books and the subject of her forthcoming biography.

Saint John Regional Library

All microfilm, local history files, family history files, published family histories and card indexes have been transferred from the New Brunswick Museum to the Central Library and are now available to the public. Cataloguing of published family histories will be accomplished with the cooperation of the New Brunswick Library Service.

Newfoundland

Memorial University

The University Library has filled three new positions. George Beckett has moved to the Health Sciences Library to assume the role of Systems Librarian. Also in the Health Sciences Library, Linda Barnett has been appointed Assistant Head of Technical Services. In the Queen Elizabeth II Library, the new position of Head of the Lending Services Division has been filled internally by Louise White, formerly of Information Services.

Memorial University of Newfoundland Library has been awarded \$50,000 by the Social Studies and Humanities Research Council to purchase Irish studies.

MUN Library has recently published a monograph by Suzanne Ellison entitled *The Historical Directory of Newfoundland Newspapers*. It comprises the first serious attempt to list Newfoundland newspapers by chronology, publisher, editor and geography.

MUN Library has completed the initial examination of the OPAC systems on the market. Two systems - IMPACT and MARCIVE/PAC were shortlisted and re-evaluated in a side-by-side examination. A decision is expected in November.

Also in November, the University Library is switching from UTLAS to LASERQUEST for the major sources of copy. Catalogue assistance will be done locally on SPIRES.

Archives

In late August, a faulty air conditioner in a university building caused damage to historical naval documents at the Maritime History Archives. Water leaked onto 230 boxes containing British vessels' crew agreements and log books of 1929. Fortunately, damage to documents was sustained to only 10 of the boxes. Heather Wareham, archivist, pointed out that Newfoundland does not have the personnel or adequate storage for archival material.

Madonna Flemming has been appointed as conservation technician for the Newfoundland Co-operative Preservation Project. The joint project of the Provincial Reference and Resource Library, the MUN Library and the Maritime History Archives will involve restoration of rare books and preventive treatment for current materials.

School Libraries

The School Library Policy Committee set up by the Provincial Department of Education is working diligently on its second draft report. Revisions were necessary to implement resource-based learning for small schools.

The Education Media Council of the NTA had its annual conference in Gander on October 20-22. The theme was "Learning Resources: Planning for Tomorrow". Program leader was Carol Ann Haycock editor of *Emergency Librarian* and professional consultant for cooperative program planning.

Public Libraries

In September, the Newfoundland Public Libraries Board sponsored their first public library symposium. Its purpose was to explore future directions for public library service in Newfoundland and resultant recommendations will form the basis of a brief to government. Norman Horrocks was one of the guest speakers.

In October, the public library held a professional development seminar in St. John's for librarians across the province.

Newfoundland Library Association

The NLA had its fall meeting on October 12 at the newly constructed CNIB building. Following the business meeting, CNIB personnel outlined available services for visually impaired children and adults in the province.

Prince Edward Island

The P.E.I. School Library Association, in cooperation with the five administrative School Units on P.E.I., plans to hold a three day workshop entitled "The Cooperative Programme Planning Process" for the Island's school principals and teacher-librarians. This workshop relates to the library skills, continuum developed by the School Library Curriculum Committee. The first day of the workshop will be directed to both groups with the remaining days devoted solely to teacher-librarians. Although no date has yet been set, January and March have been proposed as possible months for the sessions.

Early Thanksgiving morning, an explosion caused extensive damage to the Law Library at the Court Building on Charlottetown's waterfront.

Newspaper reports indicate that an explosive device set outside the Court-house's Library blew in the windows and caused extensive structural damage. Police suspect that the bombing, the first in Charlottetown, was the work of someone unhappy with the legal system.

Nova Scotia

Halifax Library Association

The first general meeting of the Halifax Library Association 88/89 Season took place on Thursday, September 22, 1988. The guest speaker was Julia Goodman, Head of Government Documents, Cataloguing Division, National Library of Canada.

Ms. Goodman gave a thorough and informative discourse on the basic programs and services of the National Library. In October, Dr. Mary Dykstra, Director, Dalhousie University School of Library and Information Studies, addressed the topic of the Information Professional of the Future, and discussed recent developments in the library school curriculum. Spring programs will include an update on NOVANET, a presentation on the two library technician training programs in Nova Scotia, and to finish off the year, an AGM with entertainment provided by John Cleese and his video rendition of "Meetings, Bloody Meetings."

Currently, the majority of Dalhousie University librarians and library school faculty are on strike. The main issues are wages and parity for women. At the time of this writing, the union and the administration say they are not close to an agreement. Although many classes are cancelled, many students have demonstrated support for the striking faculty.

Acadia University

Acadia University Library has established a School Curriculum Centre housing educational kits and games, curriculum guides, and textbooks used within the Nova Scotia school system. First and second B. Ed. students are making heavy use of the Centre.

From the Schools

Library Assistant Courses

The University of New Brunswick is running a Library Assistant course using teleconferencing as was done last year.

A l'Université de Moncton, le cours d'aide-bibliothécaire se répète pour une deuxième année au campus de Moncton; le cours est aussi offert, pour une première année, au campus Saint-Louis-Maillet d'Edmunston.

Thirty-seven students are registered in the Assistant Librarian Course running at the Centre universitaire Saint-Louis Maillet in Edmunston during the autumn-winter session 1988-89.

Library Technician Programs

A new library technician program has started this year at the Halifax Campus of the Nova Scotia Community College. It is a comprehensive training course using curriculum based on the recommendations of the Canadian Library Association. The classes include technical instruction and humanities studies. Library field work is also part of the program.

Ten student members are taking advantage of Library resources in the Halifax-Dartmouth Metro area. The course runs four consecutive semesters, including the summer, concluding in February, 1990.

The program will produce a class of new and eager library technicians, an asset to any library community.

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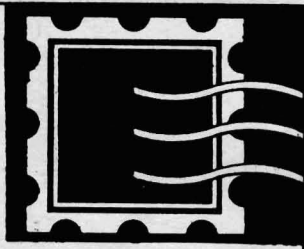
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User Education MAILBOX

Compiled by the APLA Special Interest
Group on Library Instruction



Contributed by Pat Johnston

Question:

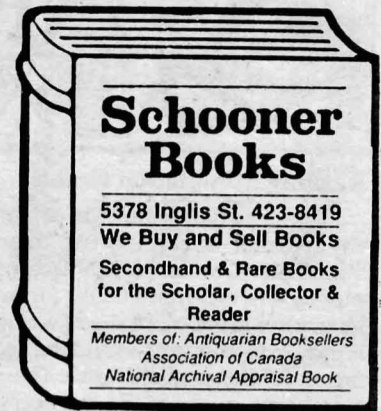
What alternatives to term papers or essays are being used by faculty and teachers to engage students more fully in library use?

Answer:

Faculty and teacher assignments, which call upon students to use the library, vary considerably in type and intensity of library use. A common type of assignment is the "How To Use A Reference Tool"

approach. Each term at UNB, the reference staff are challenged by numerous *Psychological Abstracts* assignments. Some faculty assign book or periodical reviews whereas some prefer the often frustrating library "Treasure Hunt".

At Fredericton High School, some teachers have devised a library assignment in which the students contract a mark. The more library tools the student investigates the higher will be the mark they receive.

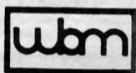


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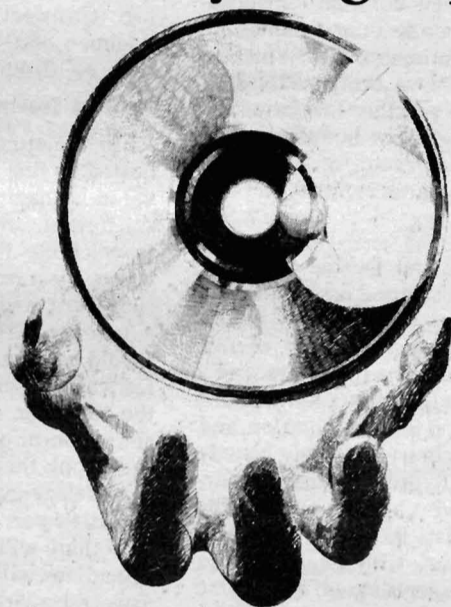
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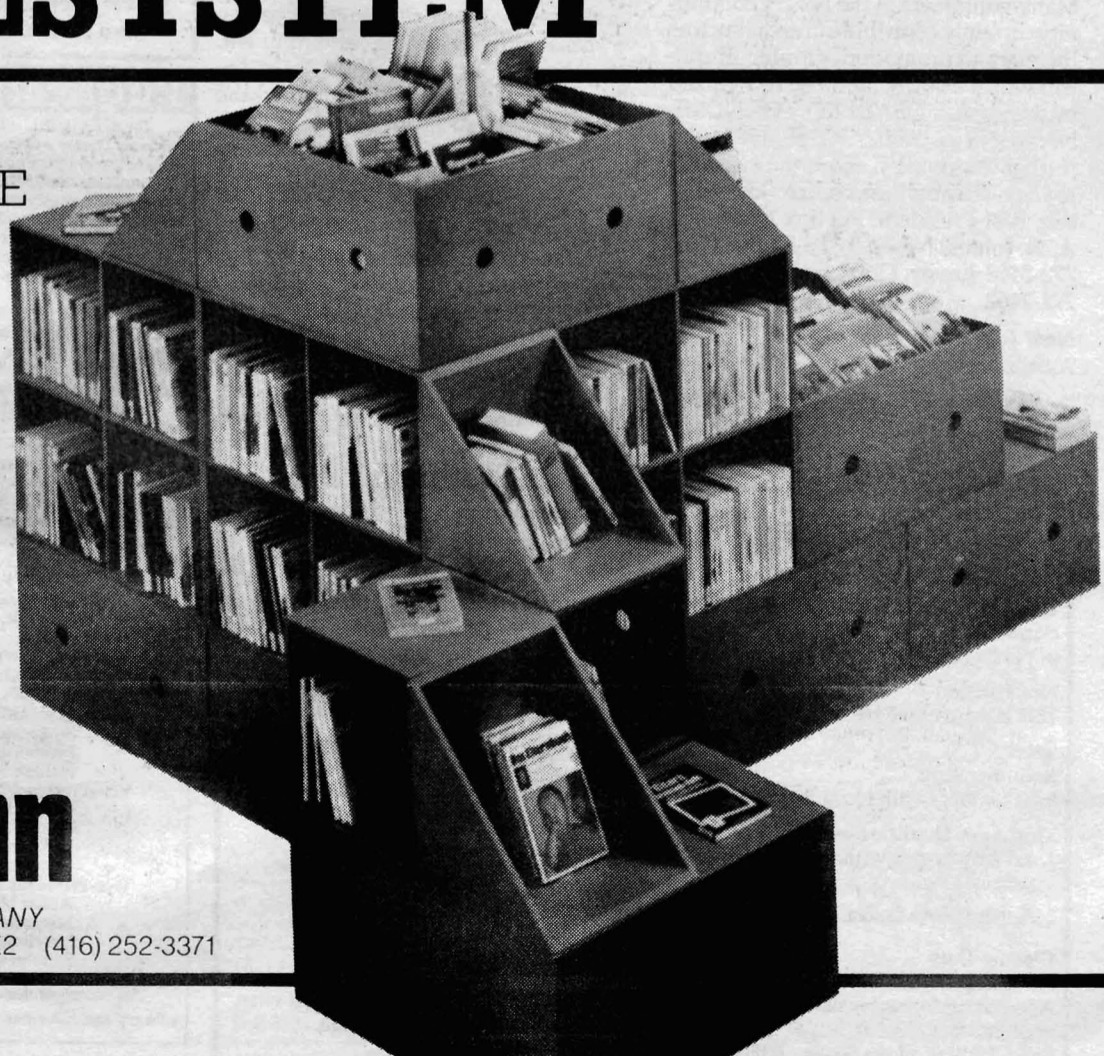
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INFORMATION EXCHANGE

Reading Stimulation Grants

The Canadian Federation of University Women is offering two Reading Stimulation Grants of \$1,000 each for the purchase of children's books for public library use in areas of Canada where the library budget is limited and the need is great. The conditions are: The staff member in charge of the children's department must be a qualified librarian, or an experienced children's library assistant, working under a qualified librarian; or the library must be, or be in the process of becoming, a member of a regional library system directed by a qualified regional librarian. Application forms will be sent upon request to: Miss Edith Patterson, 28 Whitman Court, Truro, Nova Scotia, B2N 3G3. Please indicate whether the forms are required in English or in French. The closing date for receipt of completed applications is March 31, 1989.

Free Newsletters

Judy Reade and Debbie Chiasson, School for Resource and Environmental Studies, (Library,) Dalhousie University, have put together a list of free newsletters which the Library receives. With a small budget, only a few journals can be purchased for this collection, and therefore the Library must rely heavily on newsletters to provide current information to faculty and students. The bibliography lists 95 titles received at the present time, with Canadian and United States newsletters, and some European and African material. Topics covered include general environmental problems; environmental management; environmental/development issues, particularly in Third World countries; toxic substances; and fisheries and ocean management issues. Single copies of the list are available free by writing to: Library, School for Resource and Environmental Studies, Dalhousie University, 1312 Robie Street, Halifax, Nova Scotia, Canada, B3H 3E2.

Citation for Citizenship

The APLA Executive is looking for possible nominees for the Secretary of State's Citation for Citizenship. This award is presented to "individual Canadians and to business and community organizations whose volunteer activities embody and affirm the principles that characterize Canadian citizenship—equality, diversity, and community". Many volunteers in the library community certainly contribute in areas such as literacy and promotion of multiculturalism which are among those recognized by this award. **DEADLINE FOR NOMINATIONS IS JANUARY 15, 1989.** For further information about the award or to suggest a nominee, contact: Joy Tillotson, Past-President, PO Box 12093, Stn. A, St. John's, NF A1B 3T5 Phone: (709) 772-2468 Envoy: CISTI.IMDS Fax: (709) 772-2462

New Job Placement Service Announced

The North American Serials Interest Group Inc. announces its "Job Connections Service," a placement service

which matches the hiring needs of equal opportunity employers with the educational and employment histories of potential candidates. This program is free to NASIG members who also benefit from a yearly conference, and the publication of proceedings and a newsletter; annual dues are \$US 15.00. The service will retain "Job-Seekers Placement Forms" on file for up to six months. Applicants interested in any phase of work related to serials are welcome to apply. Copies of current forms will be mailed to employers who send NASIG a job description and a handling fee. For further information, contact: NASIG - Job Connections Service, Marla Edelman, 3800 Walker Avenue, Greensboro, NC 27403 USA.

Festival Internacional Del Libro

In the summer of 1987 Nicaragua hosted its first international book festival in Managua. Booksellers, publishers, authors, and others gathered there to celebrate the Nicaraguan love of books. As a result of the festival, materials were made available to the Nicaraguan people to which they otherwise would have had little or no access. The festival also served as a way to develop the collection of the National Library, since contributors donated copies of each book they displayed. The Canadian delegation formed a small but enthusiastic part of the festival in 1987. In 1989 there will be another festival, and Canadians will bring the same enthusiasm and a larger contingent of participants. The aims of the 1987 festival remain true for the 1989 festival and preliminary organization for the summer of '89 has already begun in order to ensure that Canada will be represented by a broad spectrum of materials representing the regional, cultural, social and ethnic diversity of the country. For more information regarding the Book Festival Organizing Committee's activities, or to donate towards their fundraising efforts, contact: BFOC, PO Box 177, Stn. G, Toronto, ON M4M 3G7

Federal Funds for Culture

The Cultural Initiatives Program of Communications Canada is a potential source of federal funding for non-profit, Canadian, incorporated professional cultural organizations. The mandate of this program is "to establish and improve infrastructures, help cultural organizations achieve financial autonomy and meet the many challenges posed by a constantly changing environment, thereby forging even closer links between the cultural community and the economic and social life of the country." Communications Canada allocates \$16 million annually through the three components of the Cultural Initiatives Program. One can apply under any or all three as long as the criteria are met. Component I is Management Assistance; Component II, Capital Assistance; and Component III is Festivals and Special Events. Contact the Atlantic Regional Office, Communications Canada, Terminal Plaza Building 7th Floor, 1222 Main St., P.O. Box 5090, Moncton, N.B. E1C 8R2 (506) 857-6505.

Nova Scotia Community College, Halifax Campus, Requires the Service of a

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To teach a post-secondary course in English Literature to students of the Library Technicians' Program. This course deals with forms of literature in the variety commonly found in public libraries.

The Position

This is a part-time term position with 90-minute classes, twice weekly, from January to April, 1989.

Remuneration

In accordance with Nova Scotia teachers' (N.S.T.U.) salary scales.

Minimum Qualifications

1. An Arts degree with major in English Literature, plus a Library Science Degree.
2. A valid Nova Scotia teacher's certificate.

Closing Date

November 30, 1988

Application forms (available from the Campus Office - 424-7999) with curriculum vitae, must be sent to: The Principal, Halifax Campus, Nova Scotia Community College, 1825 Bell Road, Halifax, Nova Scotia B3H 2Z4

COMPETITION Librarian V

(Assistant Director)

New Brunswick Library Service
Department of Tourism, Recreation and Heritage
Fredericton, New Brunswick

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The New Brunswick Library Service is a central agency providing specialized services to the public library system of the province. Presently there are five library regions, sixty public libraries and seven bookmobiles serving 80% of the population.

Duties

The successful applicant will be responsible to the Director for various administrative responsibilities at NBL. This includes assisting the Director in preparing budget submissions for the Service and coordinating the provision of administrative and personnel support to the five library regions. Responsibilities include the development and coordination of the Library Science Collection, the Inter-Library loan service and the Multilingual Biblioservice. The successful applicant will be responsible for researching, compiling and publishing statistical information, coordinating the publication of a newsletter and public relations program at the provincial level. The workload may also include other assignments and tasks as required.

Qualifications

Graduation from University with a Master's Degree in Library Science, and extensive experience in library administrative work to include considerable supervisory experience. Working experience with computer systems related to libraries would be an asset. Competence in both Official Languages is essential.

Competition Number NB 88-IH-134

Applications should be received on or before December 9, 1988.

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Apply to: Board of Management, Staffing Services Branch,

Room #344, Centennial Building, P.O. Box 6000, Fredericton, N.B. E3B 5H1

APLA Merit Award Nominations

The Atlantic Provinces Library Association solicits nominations for the Association's Merit Award. The Award is conferred on an individual who has made an outstanding contribution to library service in the Atlantic Provinces.

Nominations, with the appropriate accompanying documentation of the nominee and his or her contribution(s) should be sent by January 31, 1989 to:

Joy Tillotson,
CISTI, Marine Dynamics Branch,
P.O. Box 12093, Station A,
St. John's, Nfld. A1B 3T5

Call for Nominations for the APLA Executive

The offices available for nominations this year are as follows:

First Vice-President (President-Elect)
Vice-President for Prince Edward Island
Vice-President for New Brunswick
Treasurer

Please send nominations, postmarked no later than February 28, 1989, to:

Joy Tillotson, Convenor,
APLA Nominations and Elections Committee
CISTI, Marine Dynamics Branch,
P.O. Box 12093, Station A,
St. John's, Nfld. A1B 3T5

Points of Information

1. No member of the Nominations and Elections Committee is eligible for nomination.
2. Any APLA member may nominate any other member for elective office.
3. Every person nominated shall be an APLA member in good standing and shall file a letter of acceptance with the Secretary of the Association.

Publication Information

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.

Personal membership in the Association costs \$25 and includes a subscription to the APLA Bulletin, which is published six times a year - September, November, January, March, May and July. An Institutional Membership costs \$75. Institutions may subscribe to the Bulletin only for \$25. For more information contact the Atlantic Provinces Library Association, c/o The School for Library and Information Studies, Dalhousie University, Halifax, N.S. Single copies of the Bulletin are available for \$4.25.

Submissions for the Bulletin (typed, double-spaced), news and correspondence should be sent to the Editor,

Andrea John, Nova Scotia Department of Advanced Education and Job Training, P.O. Box 2086, Station M, Halifax, N.S. B3J 3B7 or call (902) 424-5264. The deadline for submissions is the 15th of the month preceding the month of issue (i.e.: August 15, October 15, December 15, February 15, April 15, and June 15). All correspondence regarding advertising should be addressed to the Advertising Editor, Laura Jantek, Halifax City Regional Library, 5381 Spring Garden Road, Halifax, N.S. B3J 1E9.

The Bulletin is indexed in Library and Information Science Abstracts and the 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, Donna Richardson is the Managing Editor, and Laura Jantek is the Advertising Editor. Production is by PageCraft in Halifax.

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