

Contributed Papers

During the Conference there will be ten time slots, in each of which there will be provision for up to a half dozen concurrent sessions for contributed papers. These papers have been carefully selected following a blind reviewing process. The papers will treat subjects of interest and concern to academic and research librarianship. The abstracts of each of the fifty-six papers selected are listed here for your convenience and information.

ADMINISTRATION

ARL ACADEMIC LIBRARY LEADERS OF THE 1980'S. MEN AND WOMEN OF THE EXECUTIVE SUITE

Betty Jo Irvine
Indiana University

The men and women of the executive suite in ARL libraries demonstrate many differences in their career development, status, educational preparation, and professional involvement in organizational and publishing activities. At each level of the top administrative hierarchy of directors, associate directors, and assistant directors, there are significant distinctions between men and women. During 1980 ARL administrators were surveyed to determine their career patterns

and demographic characteristics. Based upon selected data generated by the survey, this report analyzes differences and similarities in background between the director and other line administrators, and between men and women.

MANAGEMENT LESSONS FROM NEGOTIATIONS WITH SUPPORT STAFF

Frederick C. Lynden
Ronald K. Fark
Brown University

Because of tightening economic conditions there will likely be increased unionization of library support staff for which libraries need to be prepared. Negotiating with a labor union can be instructive for library management. The history of labor negotiations at Brown University Library provides insights into 1) the unfulfilled needs of support staff; 2) the priorities of non-professional staff; and 3) the issues management must keep in mind to improve personnel relations. Contract negotiations show that open and regular communications, consistent application of work rules, documentation of decisions, and advocacy of the library within the university are some of the steps which management can take to insure better relations and successfully negotiate with support staff.

STAFF TURNOVER AND THE ACADEMIC LIBRARY

James G. Neal
University of Notre Dame

The turnover of staff is viewed as an important measure of organizational success. Key aspects of turnover are reviewed, including the measurement of turnover, the causes or contributing factors, the negative and positive impact, and control methods. The results of a survey of university librarians in the Association of Research Libraries of their perceptions and responses to support staff turnover problems are reported.

TEMPORARY EMPLOYMENT AND ACADEMIC LIBRARIANS

Molly O'Hara
University of Illinois at Chicago Circle

During the past decade temporary employment has gained recognition as a special concern of business and personnel managers. Economic difficulties and the changing nature of staffing patterns due to increased automation have led to a noticeable expansion in the demand for temporary workers.

The academic world has been affected by this trend. The same forces of economics and automation are influencing staffing patterns and needs of academic departments. Over the past several years there has been a small but steady number

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of openings for temporary academic librarians. Based on a review of 31 nationally advertised temporary positions over a one-year period, this paper discusses appropriate and inappropriate employment of temporary librarians.

LEADERSHIP OR MANAGEMENT?
SOMETHING EXTRA BEYOND GOOD ENOUGH

Donald E. Riggs
Arizona State University

More than ever before in the history of academic librarianship there is a demand for leadership. Societal changes have created an environment in which good management is no longer sufficient to sustain and promote our scholarly libraries. More effective use of time and more public involvement are now important issues for library directors. Creative, mission-oriented leadership is necessary for advancing academic libraries through the 80s.

NEVER MIND WHO'S WATCHING THE STORE
WHO'S STOCKING THE POOL?
THE STATUS OF WOMEN IN
ACADEMIC LIBRARY MANAGEMENT

Fay Zipkowitz
Sherrie S. Bergman
Rhode Island State Dept. of Library Service
and Wheaton College

In the more than ten years since equal opportunity and affirmative action programs have been operating in academic libraries, changes have occurred in recruiting and hiring. Statistical and experiential evidence indicates, however, that males still dominate the management positions out of proportion to their numbers in the profession. An underlying cause of this is the grooming and preparation of men for more responsible positions. Some suggestions are presented for encouraging and fostering qualified women to prepare them for management opportunities.

BIBLIOGRAPHIC CONTROL

BIBLIOGRAPHIC COMMUNICATION AMONG
PUBLISHERS, LIBRARIANS, AND SCHOLARS.
PROBLEMS AND PROSPECTS

Carol A. Johnson
University of Minnesota-Minneapolis

"Bibliographic communication" is presented as meaning the ways in which publishers, librarians (particularly catalogers), and scholars communicate with one another regarding bibliographic entities. In their independence, these groups often proceed in ways which make the bibliographic communication that is essential between them excessively difficult, complex, and expensive. The problems involved often deal with the essence of bibliographic information rather than the format in which it is presented and are, therefore, not necessarily alleviated by technological advances.

Our future deserves, and probably demands, greater sophistication and precision in this communication. Options are discussed.

LIBRARY COOPERATION AND
A STATE-WIDE AUTOMATED CIRCULATION SYSTEM

Jean S. Johnson
University of Wyoming

In 1978, the state librarian selected a committee of representatives from each type of library to evaluate and develop a program that would better serve the needs of library patrons throughout the State of Wyoming. After much discussion and the assistance of a library consultant, the committee decided upon and selected an automated circulation system with interlibrary loan capabilities. A successful bid was made in 1980 to the state legislature by the State Library, and the first phase of a state-wide circulation system will be operational by the summer of 1981. The University libraries will have an on-line circulation system at that time and will be the major on-line resource for six other libraries in the state and a catalog resource for most of the other libraries. This paper reviews the advantages and disadvantages of the cooperative process which developed and implemented this project.

MODERN GREEK NAMES
IN THE LIBRARY CATALOG

Martha Lawry
Ohio State University

The paper discusses the problems which the transliteration and cataloging of nonroman alphabet material in general, and modern Greek names in particular, present both to those responsible for preparing bibliographic records and to the users of those records. In this discussion, current and past modern Greek romanization tables, the effect of AACR 2 on future records, the need for an online authority file system to bring together different forms of a name, and problems other than romanization which pertain to the preparation of modern Greek records are examined.

INFORMATION PROBLEM SOLVING.
A DEVELOPMENTAL APPROACH TO
LIBRARY INSTRUCTION

Constance A. Mellon
University of Tennessee

The University of Tennessee at Chattanooga's Program of Library Use Strategies (PLUS) introduces problem-solving processes for library use at the basic level of instruction, the Freshman Composition classes. The concept is then consistently expanded and reinforced on the disciplinary levels, both undergraduate and graduate. This paper discusses the basic problem-solving process from which the PLUS program evolved, provides examples of its application to library instruction,

and explains the cognitive development theory which supports its use at varying levels of the program.

MANKATO STATE UNIVERSITY'S
ONLINE CATALOG

Barbara N. Moore
Mankato State University

In September 1980, Mankato State University Library, one of the seven Minnesota State Universities, became one of a few libraries in the United States with online patron access to their complete bibliographic catalog. This paper describes the online catalog's development, capabilities, and sample user reactions. There is a complete explanation of the basic search capabilities of the system which is projected to be functional in all Minnesota State Universities by Fall 1981 with 84 terminals at 8 locations.

A COMPARISON OF PATRON SUCCESS
IN AN ON-LINE CATALOG AND
A LARGE UNION CARD CATALOG

Sue Pease
Mary Gouke
Ohio State University

A research project was carried out to answer the question, "Has an on-line catalog been achieved in a university library where an average patron can locate a known item as successfully without assistance as he/she can in the card catalog?" This paper reports on the second and third phases of a study comparing searches done by patrons in the on-line and card catalogs in the Ohio State University Libraries. The conclusion reached is that only those patrons with a year or more of on-line experience do equally well in on-line and card catalog searching.

TOWARD A BIBLIOPOETICS:
CONTEMPORARY RE-EVALUATIONS OF
THE SCHOLARLY PROCESS AND
THEIR IMPLICATIONS FOR
ACADEMIC AND RESEARCH LIBRARIES

David A. Shupe
Syracuse University

In diverse academic disciplines, critical and metatheoretical inquiry is emerging that revises traditional understandings of the research process. These re-evaluations portend new and radically interdisciplinary forms of research which are less concerned with any bibliographic item's literal subject than with its approach to that subject. As these developments become more prevalent, existing bibliographic resources will be stretched to, and beyond, their limits. Cooperation and planning between librarians and scholars are needed to turn this challenge to positive advantage and to prevent an increasing gap between these new forms of inquiry and the ability of library resources to sustain them.

RETROSPECTIVE INDEXING:
TOMBSTONE OR TOUCHSTONE—TOWARD
COMPUTER-ASSISTED BIBLIOGRAPHIC
CONTROL OF THE PAST

Louis Charles Willard
Princeton Theological Seminary

There is a decline in the citation of older literature within one or two decades of publication. This paper seeks to establish an hypothesis that the decline is more of a factor of the lack of bibliographic control than relevance or merit. A description of an effective, economical online, computer-assisted approach to a cooperative, retrospective indexing is given as a solution to collecting and providing access to a body of older serial literature.

BIBLIOGRAPHIC INSTRUCTION

INTEGRATING LIBRARY RESOURCES
INTO INSTRUCTIONAL DESIGN

Judith Lin Hunt
University of Bridgeport

Methods are needed to assist faculty in incorporating library resources into instructional design with the ultimate aim of enabling the student to fully utilize the library's resources. In many libraries the time and number of librarians available to give tours, teach classes, and conduct workshops is limited. It is therefore important that the information a student receives from the faculty is correct and oriented to available library resources. To accomplish these goals, one university library is playing a greater role in the academic approval process for curriculum changes, offering a workshop for the faculty on "The Student and Library Research," and, together with faculty, preparing a basic library resource fact sheet for each course.

TOWARD TEACHING
CONCEPTS OF LIBRARY USE

Jon Lindgren
St. Lawrence University

Critics have questioned much of the effectiveness of the bibliographic instruction which was developed in many academic libraries during the 1970s. Current instruction is seen to be flawed as a result of undue emphasis being placed by instruction librarians on the mechanics, as opposed to the concepts of library use. A presentation stressing the intellectual uses of abstracting journals is seen as a possible model for developing future bibliographic instruction.

FULL TIME THINKING ABOUT
PART TIME STUDENTS

Marilyn Lutzker
John Jay College of Criminal Justice

While overall college enrollment is declining,

the number of part-time students is increasing. This paper attempts to stimulate thinking about how libraries can help to meet the particular needs of this increasingly significant group. Rethinking existing library procedures in relation to the needs of part-time students is stressed, and possible innovations in circulation and reserve procedures are suggested. The role of bibliographic instruction programs in orienting the part-time student to library use is discussed, and proposals are offered for methods of teaching topic selection, search strategy, and utilization of other libraries.

COOPERATION

ON THE NATURE OF RELATIONS AMONG LIBRARIES

Kul B. Gauri
Case Western Reserve Library

Technology and economic constraints are pushing libraries to develop cooperative relations and networking. This has not affected the autonomy in working, nor developed any interdependency among libraries. Inter-library loan, or the exchange of materials, continues to be the main focus of relationships, preserving autonomy and the myth of self-sufficiency. Relationships among libraries can be analyzed using the current concepts or organizational behavior. The relations one academic library maintains at local and regional levels are explored using these concepts. A better understanding of networking and study of inter-organization relationships which are at the early stages of development is needed.

COLLECTION DEVELOPMENT

THE FOLLY OF BOOK REVIEWS

Fred Batt
Cleveland State University

There are problems with librarians' dependence on traditional materials review sources as a prime vehicle for collection development. During these times of rising costs, limited funds, and cooperative ventures selectors deserve improved access to opinion. Inadequacies of current review sources are discussed. Recommendations for change in review procedures and a proposal for a source offering multiple opinions are suggested so that we may gain more confidence in our library materials selection during the 1980's.

WHY THERE IS A CRISIS IN COLLECTION MANAGEMENT

David Farrell
University of Kentucky

Academic research libraries are at a crucial, unstable point in their development not because of inadequate fiscal and material resources but because librarians have failed to develop profes-

sional skills necessary to manage. This paper suggests that as the economic power of universities continues to diminish, as the needs and purposes of higher education and academic research continue to change, the librarian must develop a political acumen and the skills of a professional service manager if we are to maintain the library's central role in the university.

IMPLICATIONS FOR COOPERATIVE COLLECTION DEVELOPMENT IN A RANDOM GROUP OF ACADEMIC LIBRARIES: OR, BEYOND OVERLAP

William E. McGrath
University of Lowell

Implications for cooperative collection development in a random selection of 50 academic libraries from the list of OCLC member institutions is explored by examining patterns of similarities and dissimilarities in their collections. A two-dimensional configuration showing clusters of medical, law, university, college and theological/denominational libraries suggests that homogeneous groups, such as law and medical, may have more to gain by cooperative in-depth collection building, and large general libraries more to gain by achieving greater diversity.

THE ROLE OF FACULTY PARTICIPATION IN A WEEDING PROGRAM BASED UPON COLLECTION USE DATA

Linda M. Olson
University of Wisconsin-Stout

The participation of faculty in the weeding process is suggested through the methodology and outcome of collection weeding based upon objective criteria. Circulation and collection samples are used to estimate the number of titles to be removed. Preliminary conclusions are 1) use of circulation data is a valid method in developing a weeding program, 2) the methodology provides a means of identifying low use titles, 3) the methodology can be accomplished largely by clerical staff, and 4) the methodology may be useful in the collection development process.

INCREASING THE EFFECTIVENESS OF A UNIVERSITY LIBRARY: EVALUATION OF AN ADDED COPY PROJECT

Elliot S. Palais
Arizona State University

Books identified by computerized circulation records as popular or high-demand titles continue to attract borrowers in subsequent years. When added copies of such titles are purchased, they continue to circulate at a rate much higher than the average title in the collection. Although titles published during the previous decade represent over 60 percent of the popular titles, many older books have a long useful life in a university li-

brary. High in-house use of the same titles and a relatively high availability rate suggest that the program is worthwhile.

AREA STUDIES IN NORTH AMERICAN
LIBRARIES WITH PARTICULAR
REFERENCE TO AFRICANA

Hans E. Panofsky
Northwestern University

In the eighties, area study librarians will have to tackle the tasks of developing a comprehensive, shared, retrievable pool of primary and scholarly material extending to and from the actual geographic area of specialization and contributing to effective library service in area study collections as well as in the libraries of the contributing countries. Africana collection concerns are used to illustrate the issues common to this field with special emphasis on the need for cooperative development of a comprehensive machine-readable data base.

PRESERVATION AND COLLECTION DEVELOPMENT:
ESTABLISHING THE CONNECTION

Joel S. Rutstein
Colorado State University

The physical deterioration of our collections is becoming manifest as one of the major issues for

academic and research libraries in the 1980s. Most of the attention has been given to technical and handling problems related to preservation. Collection development involvement can be effective in an organized preservation program in areas of management, the identification of materials for conservation, and more efficient control of the binding budget. There is no option in the 1980s but to expend some of our hard-pressed resources on retarding the physical decline of our collections.

THE SIGNIFICANCE OF
APPROVAL PLANS IN THE 1980'S

Peter Spyers-Duran
California State University-Long Beach

Approval plans have had a major impact on libraries and the scholarly publishers. In many academic libraries the approval plan profile was the first comprehensive effort to define the level and scope of book buying in subject areas. Can approval plans survive the "decade of retrenchment" in libraries? Many scholarly publishers rely on approval plan sales, but are faced with shorter production runs and increased costs. This paper predicts an increase in the number of institutions participating in approval plans.



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FACILITIES

LIBRARY STORAGE FACILITIES: PAPER CHASE IN THE 80'S

Larry Ferm
Halcyon Enssle
Colorado State University

Despite the technological developments which will be changing university libraries in countless ways during the 1980s, libraries will continue to purchase and store large numbers of items in paper form. With continued inflation and reduced support for capital expenditures, many institutions will become strained in a futile attempt to house materials. The credibility of storage facilities will be dependent on such factors as selection of materials for transfer, maintenance of accurate records, planning for distribution, prompt retrieval, review of statistics and willingness to reverse decisions.

FUNDING

THE TAX REFORM ACT OF 1969: ITS IMPACT ON THE PAST. ITS IMPACT ON THE FUTURE

Norman E. Tanis
California State University-Northridge

The Tax Reform Act of 1969 eliminated tax deductions for the donation of cultural and historical papers by their originators to non-profit institutions. As a result, an indeterminate amount of valuable archival material is now lost to researchers and scholars. This paper presents the results of three surveys undertaken in 1974, 1979, and 1980 to determine the effects of the 1969 legislation on library collections and archives. The paper concludes with a review of legislation pending in the U. S. Congress which could reverse the trend set by the 1969 tax structure.

GOVERNANCE

THE EVOLUTION OF THE EVERGREEN STATE COLLEGE LIBRARY MANAGEMENT STRUCTURE

Susan Smith
Jovana Brown
Evergreen State College Library

During the 1970s, Evergreen State College had a unique opportunity to develop a library in a new institution committed to providing experimental, non-traditional higher education in the state of Washington. This paper traces the Evergreen library's experiments with organizational structure from its early roots in tribal processes through participatory management to its current decentralized decision making structure. It outlines myths developed in the early years, explains how these have influenced the library's

managerial evolution, and speculates on where these myths may lead in the future.

INFORMATION SERVICES

UNIVERSITY RESEARCH AND ACADEMIC LIBRARIES

Martha J. Bailey
Purdue University

University library administrators often find difficulty in responding to requests for services from departments involved in a large number of research grants. These services include special collections for the departments, book and photocopy delivery systems, or extensive library schedules during vacation periods, services which are sometimes provided by industrial research libraries. The author compares university research to that which is conducted in industry and compares the operation of corporate libraries to those in academia. The author also suggests criteria by which to evaluate specialized programs for research departments and reports the results of services offered currently by 70 Association of Research Libraries member libraries.

MARKETING ACADEMIC LIBRARY SERVICES

Patricia Senn Breivik
Auraria Library

In order to enhance their abilities to provide quality resources and services in the 80s, academic libraries will be constrained to master marketing techniques. This paper presents a managerial perspective on marketing and relates some current library problems in terms of identified marketing issues.

COMPUTER DATABASE USE AT THE REFERENCE DESK

Gertrude Foreman
Celia Ellingson
University of Minnesota

Results of a program improvement evaluation of the use of online databases at the reference desk in two academic subject libraries are reported and analyzed. Goals of the evaluation study were to explore the usefulness of online databases for answering reference questions and to use brief reference searches to increase reference staff members' searching experience. After a review of pertinent literature, data collected during this two-month study are analyzed, and suggestions for the improvement of this area of the total reference service in these two libraries are offered.

LIBRARIAN AND CLIENT: WHO'S IN CHARGE?

Robert J. Merikangas
University of Maryland

Although reference services are intended to be client-centered, many general statements about reference do not reflect the complexity of the relationship between librarian and client. One problem is that of authority and the difficulty of establishing a working partnership without professional dominance. Assertive behavior by the client will help, but a number of aids to client education and control are needed. In order to develop a practice that empowers the client, reference staff need to carry on a dialogue about responses to client questions and situations. A stronger focus on the librarian-client relationship will have implications for an improved understanding of the professional role of the librarian.

NETWORKING

NETWORK DESIGN PRINCIPLES FOR A NATIONAL PERIODICAL SYSTEM

Robert W. Burns, Jr.
Colorado State University

Any system for resource sharing must build upon already existing local or regional networks and be based upon local need. This paper articulates the major design principles and rationale for a national periodicals system supported by national resource pools. The types of problems such a system will encounter, together with a solution, as well as what we should be doing now, are described in detail.

PERFORMANCE EVALUATION

FACTORS ASSOCIATED WITH ACADEMIC LIBRARIANS' PUBLISHING IN THE 70s:

PROLOGUE FOR THE 80s

Dwight F. Burlingame
Joan Repp
Bowling Green State University

Two sample groups of academic librarians, authors and nonauthors, were surveyed to identify factors motivating academic librarians to publish during the 1970s. Evidence indicates that although a contract leading to tenure is a strong motivating force, many academic librarians publish for other reasons. Excluding promotion and tenure, institutional encouragement (release time, merit, etc.) is not a significant factor in successful publication efforts. Holders of advanced degrees and library administrators publish more than those in other categories.

PLANNING

PLANNING FOR SMALL COLLEGE LIBRARIES: THE USE OF GOALS AND OBJECTIVES

George C. Newman
Findlay College

Planning is as important for small college libraries as for large universities, yet few small col-

lege libraries have a concrete plan for the future. A library planning committee is advocated for implementing such a plan, with the library director playing an active role in the process. Goals and objectives should be formulated, providing both the library and the college with a focus on where the library is heading. With a plan for the future, the library can operate more effectively as a unit and can compete more successfully for scarce resources. The library can also ally itself with the institution's planning strategies and become a more integral part of the academic mission of the college.

ROLE OF LIBRARIANS IN COLLEGES & UNIVERSITIES

OCCUPATIONAL CHARACTERISTICS OF UNIVERSITY LIBRARIANSHIP:

A STUDY OF THE VALUES,

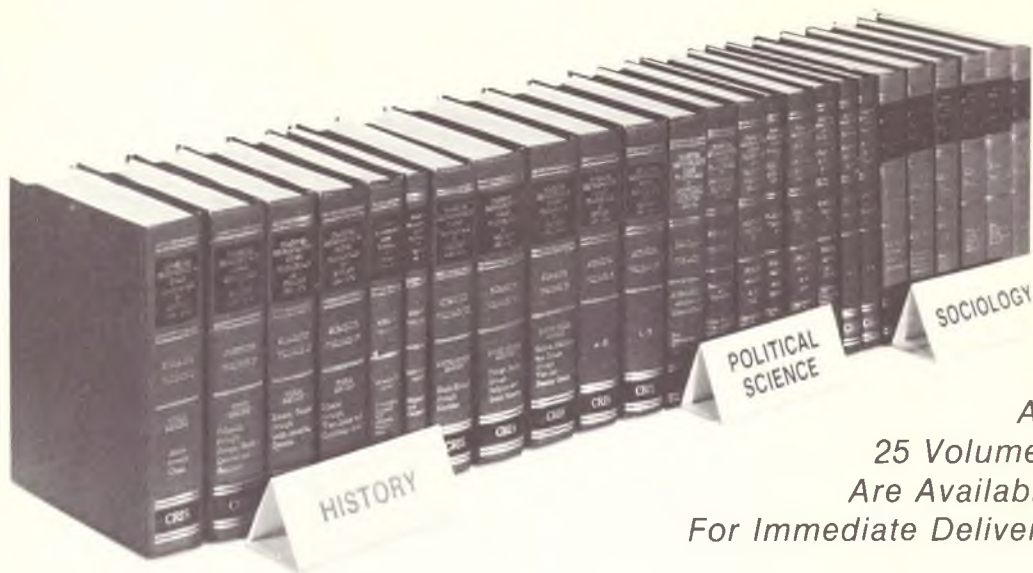
BEHAVIOR STYLES AND WORK PREFERENCES OF UNIVERSITY CATALOG AND REFERENCE LIBRARIANS

Suzanne O. Frankie
New York University

This paper discusses the results of a recent study which compared the behavior styles, values and work preferences of catalog and reference librarians employed in 16 large university libraries. The data confirmed differences between university catalog and reference librarians, not only in terms of the nature of the work performed, but also in attitudes, interests, and work preferences. Furthermore, the study revealed that university librarianship as a profession exhibits very distinctive and potentially dysfunctional values and atti-



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tudes. The role of the professional librarian in meeting the requirements for information services in the 1980's requires leadership abilities, interpersonal styles and work preferences not exhibited by role incumbents.

THE LIBRARIAN AS SCHOLAR

John R. Kaiser
Penn State University

The 1980s are quickly becoming the decade of accountability. If the librarian is going to obtain bona fide academic status he must rank not only as a professional, but as a scholar. He must associate himself with a subject area and publish in that discipline. Librarians must become a community of subject specialists no matter what their primary assignments are. The librarians thereby provide full service to the academic community and establish themselves as full members of that community.

FACULTY MEMBERSHIP FOR LIBRARIANS: THE EVERGREEN STATE COLLEGE MODEL

Frank Motley
Mary M. Huston
Evergreen State College Library

Librarians participate in the educational process of the institution through a unique model of

faculty membership. A key feature is a rotation plan in which library faculty rotate into the teaching faculty; and, reciprocally, teaching faculty rotate into the library to do collection development and reference work. The paper discusses the impact of this plan on the library and on librarians and ramifications for regular teaching faculty and for students.

EDUCATIONAL REQUIREMENTS FOR ACADEMIC LIBRARIANS IN NON-DIRECTOR POSITIONS

John N. Olsgaard
University of South Dakota

In a survey of job listings contained in two library periodicals the educational requirements for college and university librarians in non-director positions were documented for the period 1970 through 1979. It was discovered that there exists a statistically significant difference between the educational requirements for public services positions and those for technical services positions. It was further delineated that wide educational differences exist between individual position categories. A subsidiary analysis of each category's share of the job market was computed, and possible implications of the study are discussed.

THE SABBATICAL OPTION: WHO EXERCISES IT?

Karen F. Smith
SUNY at Buffalo

A recent survey of tenured librarians at ARL libraries revealed that fewer than one out of five had ever taken a sabbatical leave. This paper examines some of the characteristics of the librarians who had taken a sabbatical leave as compared with the librarians who had not, focusing on differences in scholarly and professional activity. A brief overview of institutional and personal considerations which may deter persons from pursuing a sabbatical leave are included as a guide to formulating better sabbatical leave policies for academic librarians.

HOW MUCH RESEARCH WOULD A RESEARCH LIBRARIAN DO IF A RESEARCH LIBRARIAN COULD DO RESEARCH?

Daniel Traister
New York Public Library

Standards for faculty status and tenure imposed by academic libraries are changing the way in which librarians regard research even as librarians are increasingly responsive to self-generated concerns about their ability to pursue research projects. An impressionistic survey of research librarians, predominantly in special collections, investigates current attitudes towards research felt by junior staff, and suggests that increased institutional support for staff research may yield service benefits.



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SPECIAL COLLECTIONS

INNOVATIONS IN MICROPUBLISHING IN THE 1980s

Charles Chadwyck-Healey
Chadwyck-Healey Ltd.
Cambridge, England

The paper discusses two recent innovations in micropublishing: the reproduction of visual material on microfiche and the publication of current official publications on microfiche backed by comprehensive catalogs and indexes. The possibilities and limitations of the microfiche format compared to slides is reviewed. The part played by Her Majesty's Stationery Office and government librarians in the development of the *Catalogue of British Official Publications Not Published by HMSO* and the document delivery service on microfiche is described.

DOCUMENTS AND REFERENCE COOPERATION: AN ENHANCEMENT OF RESOURCES AND SERVICES

Barbara J. Ford
Karen S. Seibert
University of Illinois at Chicago Circle

Government publications are regarded by librarians as an information resource of substantial size and value. At the same time, documents remain underutilized in most libraries. Cooperation between documents and reference departments in academic libraries can provide an opportunity to maximize the value of and expand services related to government publications. This paper explores several methods by which such cooperation can be effected, including staff training and continuing education, bibliographic instruction, and computer literature searching.

HOW DOES THE DOCUMENTS LIBRARIAN MEET THE CHALLENGES OF THE 1980s?

Ruth D. Hartman
Central Washington University

Many challenges confront documents librarians in the 1980s. These include changes in the acquisition, storage, and retrieval of government publications. This review attempts to explain the particular requirements of maintaining and providing effective access to documents collections in the years ahead. It is also a challenge to documents librarians to prepare themselves for their exciting and demanding future.

TOWARD DOCUMENTATION: NEW COLLECTING STRATEGIES IN THE 1980s

Andrea Hinding
University of Minnesota

Archivists and manuscripts curators have traditionally acquired historical records without the

guidance of carefully developed collecting policies. This paper discusses the consequences of this absence, particularly in light of prospects in the 1980s. It also describes an alternate approach to archives and manuscripts collecting, offering two examples of what this entails, including the need for national and regional coordination of collecting and progress toward accomplishing that goal.

ARCHIVES IN THE EIGHTIES: ASSESSMENT AND REASSESSMENT

Philip P. Mason
Wayne State University

Twentieth-century records are having a significant impact on traditional practices in archives and manuscripts repositories. Efforts to deal with qualitative as well as quantitative changes in records are placing a particularly heavy burden on the diminished resources that will be available to manage them in the 1980s. Using the Walter P. Reuther Library of Labor and Urban Affairs as a case study, this paper analyzes this array of problems. It also suggests that because all aspects of archival administration—from collecting policies and appraisal techniques to intellectual control and access questions—are more dynamic than they have often been perceived to be, administration of the 20th-century collections requires careful, conscious attention to trends in scholarship and society as well as in the information professions.

OF MAPS AND CHARTS AND LIBRARIES— CARTOGRAPHIC MATERIALS IN THE 80s

Jean M. Ray
Southern Illinois University at Carbondale

Cartographic materials have a long history, but were neglected by most American libraries until recent decades. Now they have assumed an important place in academic library collections, with recognized potential as a resource for research. In the 1980s, they will be affected by sweeping changes in library technology, including progress in preservation techniques, photocopy, computer cartography, cartographic data bases, and mapping from satellite imagery as well as automation of library processes such as acquisitions and cataloging. Increased interlibrary cooperation and resource sharing will certainly involve cartographic materials, and the role of the map librarian will be enhanced.

DEVELOPING THE ACADEMIC LIBRARY MAP COLLECTION

Charles A. Seavey
University of New Mexico

Maps are a major information source in a variety of subjects. As such, they should be included in the collections of every academic library. Unfortunately, there is little information available for

those wishing to develop a map collection. This paper identifies the steps that need to be taken to implement a planned collection development program for maps. Its use should enable a library to plan and budget its map collection with far more precision than is possible for the book collection.

COPYRIGHT AND THE USE OF NONPRINT MEDIA
IN ACADEMIC LIBRARIES

David B. Walch
California Polytech

The impact of the 1976 Copyright Revision Act on nonprint media services in academic libraries has not been assessed adequately. There are three specific areas of particular concern: reproduction of illustrations from books and periodicals, duplication of phonodiscs, and film transmission. This paper reviews those sections of the copyright law relating to these three areas in the light of guidelines and interpretations found in the literature. It also reports the results of a survey of publishers and producers on this topic and compares their response and interpretation of the copyright law with statements found in the literature.

STANDARDS

THE USE AND EFFECTIVENESS OF THE 1975
"STANDARDS FOR COLLEGE LIBRARIES":
A SURVEY OF COLLEGE LIBRARY DIRECTORS

Larry Hardesty
Stella Bentley
DePauw University

A survey was made to determine if the 1975 "Standards for College Libraries" are used and whether they are considered effective. The results show that they are used, that there is a great deal of interest in having standards, and that most college library directors feel that the 1975 Standards are in general very useful. Specific recommendations for change and for better implementation of the Standards are made.

TECHNOLOGICAL IMPLICATIONS FOR LIBRARIANSHIP

THE EFFICACY OF INTERLIBRARY LOAN:
A STUDY OF RESPONSE TIME
FOR ILL REQUESTS SUBMITTED
BY MAIL, TWX, AND AN AUTOMATED SYSTEM

Shirley K. Baker
Johns Hopkins University

As libraries, in times of financial constriction, become more interdependent, the efficacy of interlibrary loan becomes crucial to maintaining high standards of service to patrons. At the same time, spinoffs from other technological focuses—telecommunications, technical processing—have provided the interlibrary loan unit with a multiplicity of means to carry out their functions. It is

assumed that each new technology brings improvements. The purpose of this paper is to determine whether those improvements are considerable or marginal. The response time for requests submitted, by a medium-sized library's ILL unit, to other libraries by mail, by TWX, and by OCLC ILL subsystem, has been studied. The results indicate, adjusted for multiple tries, a mean response time (from date of submission to receipt of material) of 12 days for OCLC, 17 days for TWX, and 24 days for mail requests.

TECHNOLOGY IN THE 80s:
CHALLENGES AND CHANGES
FOR ACADEMIC LIBRARIES

Margaret Beckman
University of Guelph

New technologies, in particular mini and micro computers, telecommunications, and new collection formats will allow academic libraries to regain a measure of autonomy lost in the past decade to bibliographic utilities and regional networks. Experiences of academic libraries in Ontario, Canada, illustrate effective alternatives to present utility, network and resource sharing concepts. Other new information technologies will change the nature and scale of collection formats and storage, as well as the access, space and services provided.

LIBRARY AUTOMATION AND
LIBRARY ORGANIZATION:
AN ANALYSIS OF FUTURE TRENDS

David R. McDonald
Robert Hurowitz
Stanford University

The automation of library services provides and will continue to provide momentum for functional organizational change within technical services and public services. Yet, to date, such organizational changes have not altered the fundamental structure of libraries; rather they have been subsumed as a part of traditional library organizational patterns. Library automation activity has, to some extent, paralleled library organization. However, the development of integrated library systems which utilize one database for all functions and the emergence of distributed processing will not only accelerate the pace of organizational change, but may also dramatically alter its direction. This paper will examine the relationship between library automation and library functional organization both now and in the future.

APPLYING TECHNOLOGY AT
THE EVERGREEN STATE COLLEGE LIBRARY,
1970-1980

Pat Matheny-White
Sarah Pederson
George Rickerson
Evergreen State College

Founded a decade ago as a progressive institution of higher education serving Washington State, Evergreen enthusiastically explored the potential of technology for stimulating library services and facilitating library processes. This paper discusses three areas of application which represent significant early attempts to effectively utilize the technology of the day. First, all media were cataloged, shelved, and circulated in one consistent manner. Second, the Library used automated cataloging services and vendors in an attempt to minimize in-house technical services efforts. Third, a large part of the collection was procured on microfilm. Successes, problems, and implications are explored.

A CRITICAL NEXUS: ACADEMIC LIBRARY VALUES AND TECHNOLOGY

Thomas T. Surprenant
University of Rhode Island

Academic library value systems and technology form a critical nexus that has to be considered by decision makers. The decade of the 1980s promises to revolutionize the entire structure of the information environment. And the "electronic revolution" will seriously challenge the humanistic values held by academic librarians. Yet there is no doubt that we will be increasingly dependent on ever-sophisticated technologies. The intent of this paper is to examine the concept of value systems and explain why and how we must use our professional value systems in the assessment of technology for academic libraries.

Placement Service

ACRL has always provided a range of opportunities for job seekers and employers to contact one another. Whether looking for an entry-level position, a chance for advancement, or simply opportunity to live in a different part of the country, attendees are encouraged to actively participate in the placement service. To facilitate the operation, employees and employers may register in advance of the conference by checking the appropriate box on the conference registration form available from the ACRL office. Applicant resumes will be accepted from any ACRL member whether or not they will be attending the conference. Non-ACRL members may register for the placement service if they register for the meeting. All employers may list their available positions whether or not they send their representatives to the meeting to interview applicants. Interviews between job applicants and employer representatives may be arranged through the placement service. There is no charge to applicants or employers to use this service.

The twin cities of Minneapolis and St. Paul have received wide coverage for their city sophistication, cultural attraction, charm and general high quality of life.

Theater is an important part of the city sophistication. One theater director estimated that the Twin Cities with one million people has three to four times as much theater as Chicago with 12 million people. When Tyrone Guthrie opened the Guthrie Theater years ago, it became the impetus for theater of all kinds: dinner theater, satirical reviews, children's theater, experimental theater, and professional road show performances.

Theater is not the only exceptional cultural activity. The Minnesota Orchestra is one of the finest in the country. The St. Paul Chamber Orchestra is also world famous.

Museums and art galleries offer variety and quality—contemporary, ethnic, classical. Some of the largest and finest collections are at the Walker Art Center, Minneapolis Institute of the Arts and the University Gallery. The area's heritage is reflected in the American Swedish Institute and the Sons of Norway Cultural Center and several centers of Native American Art.

Minneapolis has led the way for many years as an innovator in urban planning and design, with the Nicollet Mall, The Parkway System, the Skyways, the IDS Center, and now Loring Parkway.

Nicollet Mall, perhaps the best known city center avenue, is a tree-lined, auto-less shopping and walking delight. Many major department stores are located on or near the Mall, plus many speciality shops. The IDS Center, the tallest building between Chicago and San Francisco, is centered on the Mall.

St Paul is experiencing the same planned urban growth along with exciting renovation projects. Town Square Park houses the largest enclosed park in the United States. St. Paul is also the home of Summit Avenue, the longest boulevard of existing classic Victorian homes.

The Twin Cities metro area includes 936 scenic lakes and 513 parks. Minnehaha Falls inspired Longfellow to write "Song of Hiawatha." Minnesota Zoological Gardens is 500 rolling acres of one of the finest zoos in the world and features animals in their natural habitat.

A rich buffet of enticing menus awaits the Twin Cities visitor. From spicy Szechuan dishes to luscious French sauces, the choices are wide. Many area restaurants have the distinction of winning national awards for their service and cuisine.

Tours to see highlights of the Twin Cities (including Minnehaha Falls) or St. John's University, Collegeville, with a special stop in the Medieval Manuscript Collection, will be offered October 4 after the last conference session.



WHAT'S PLAYING AT THE GUTHRIE?

September 28
October 1
October 3

FOXFIRE

by Susan Cooper & Hume Cronyn
Directed by Marshall Mason

Hume Cronyn and Jessica Tandy return to the Guthrie in a new American play. Based on the popular Foxfire books, Susan Cooper and Mr. Cronyn provide a gently humorous and thought-provoking look at the challenges to the traditional life of Appalachia. Marshall Mason, founder and Artistic Director of off Broadway's Circle Repertory Company and Obie Award winner, will direct.

September 29

ELI

by Nelly Sachs
Directed by Garland Wright,
Guthrie Associate Artistic Director

A brilliant, poetic image of the survivors of the holocaust by the Nobel Prize winning Israeli poet, Nelly Sachs. This reassuring portrait of man's inhumanity to man is an American premiere, translated from the German poem. Garland Wright, newly appointed Associate Artistic Director, Obie Award winner and two-time Drama Desk nominee, will direct.

September 30
October 2

EVE OF RETIREMENT

by Thomas Bernhard
Directed by Liviu Ciulei,
Guthrie Artistic Director

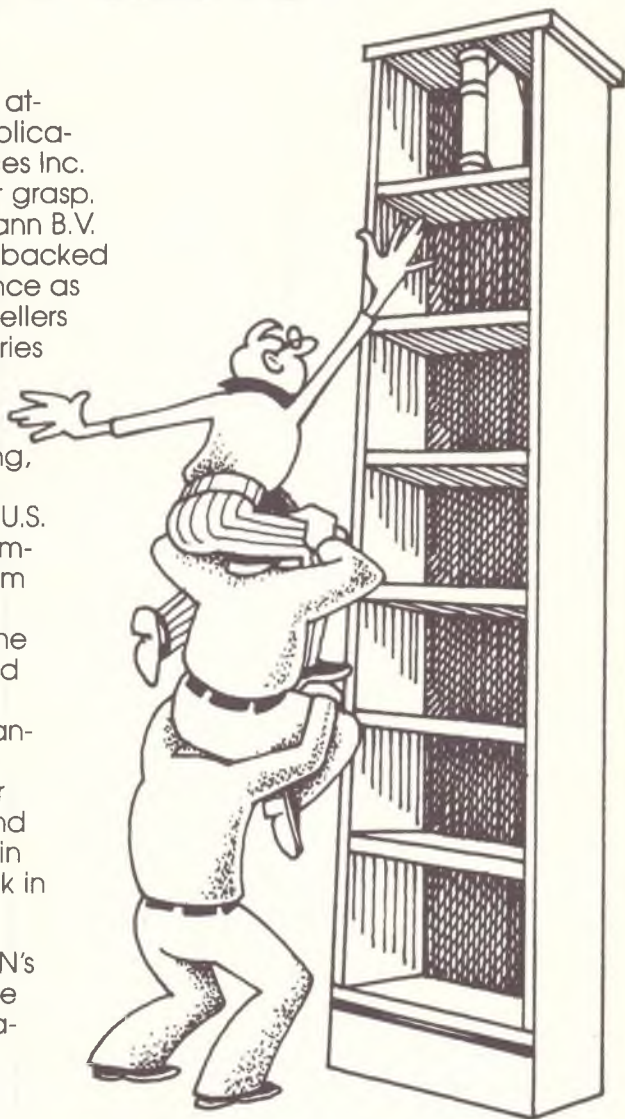
A former Nazi officer and his sisters prepare to celebrate Himmler's birthday . . . a generation after Himmler's death. Liviu Ciulei directs this American premiere of Thomas Bernhard's important new drama considered by German critics to be the best play of 1980.

EUROPEAN ACQUISITIONS OUT OF REACH?

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