raphy arranged by type of application. Citations are listed within application in reverse chronological order.

The chapter on problems is general; it is organized around the difficulties of three groups of people: computer center and systems personnel, suppliers of hardware and software, and librarians. Three other types of problems are also discussed: poor planning, poor design, and poor implementation.

The final chapter on prospects touches on networks, standards, minicomputers, commercial systems, and future developments. This chapter is short, general, and not especially insightful, but may stimulate questions from those beginning their examination of library automation systems and trends.

In summary, the book is easy and interesting reading. It contains a wealth of information presented in a free-flowing, pleasant manner and is a good starting point for those desiring an orderly review of what has gone on before. Also, the author and publisher succeeded in publishing material that was as timely as possible up to the point of publication. However, the $24.50 price tag is going to be hard to swallow.—*Eleanor Montague, Project Director, Western Network Project, Western Interstate Commission for Higher Education.*

Cole, John Y., ed. *Ainsworth Rand Spofford: Bookman and Librarian.* The Heritage of Librarianship Series, no. 2. Littleton, Colo.: Libraries Unlimited, Inc., 1975. 203p. $11.50. (LC 75-31517) (ISBN 0-87287-117-7)

In the foreword to this volume, series editor Michael Harris indicates that the subject of this book is "the rise of the Library of Congress to a position of unrivaled supremacy among American libraries" (p.5). That rise was the work of Ainsworth Rand Spofford. His own writings and the introductory background describe what he did for the Library of Congress.

John Y. Cole is, perhaps, preeminently qualified to edit this volume and to discuss Spofford's career. Cole's doctoral dissertation is entitled "Ainsworth Spofford and the National Library," and he has written seven lengthy articles about the Library of Congress and Spofford. Part I of this work is a well-documented, precisely written history of Spofford's professional life. These details provide the background necessary to establish the context of the selections presented in Part II. The important features of Spofford's philosophy about the library and his profession are also highlighted in this summary. A skillful use of quotations encourages the reader to move directly and willingly into the selection of writings.

Part II is one of the most pleasant surprises this reviewer has had recently. Spofford was an opinionated, articulate person who had clearly defined goals and equally definite methods of achieving them. No librarian today would agree with all of his ideas. But any discussion about reference service or the role of the Library of Congress or book selection or the qualifications of a librarian or even classification could be vigorously stimulated by a reading of these essays. Would you characterize the Library of Congress as the "book palace of the American people" (p.43)? Spofford did, in 1899. He also saw the public library as the "people's university" (p.22). "Everyone seeking to know anything, should find the librarian a living catalogue" (p.152), he concluded.

Several of his writings may offer "new" solutions to hoary problems. His "First Annual Report" could serve as a model for a librarian describing library needs to a nonlibrarian supervisor. Present-day administrators might find that his arguments for more space in "A 'Wholly Distinct' Library Building" could be used with great effectiveness. ALA's GODORT members will want to read his memo on "An Index to the Documents and Debates of Congress."

Librarians and library school students should read this book and study this man's ideas. The volume is a necessary acquisition for collections concerned with library history and library philosophy. John Y. Cole has reestablished an important figure in our professional heritage.—*Judy H. Fair, Director of the Library, The Urban Institute, Washington, D.C.*

Martin, Susan K., and Butler, Brett, eds. *Library Automation: The State of the*

Art II. Papers presented at the Preconference Institute on Library Automation. Held at Las Vegas, Nevada June 22–23, 1973, under the sponsorship of the Information Science and Automation Division of the American Library Association. With a bibliography compiled by Martha W. West. Chicago: American Library Assn., 1975. 191p. $7.50 (LC 75-20168) (ISBN 0-8389-3152-9)

These proceedings cover the state of the art in library automation as perceived by an experienced and distinguished panel of speakers in 1973. The overall aim of these papers was to identify, discuss, and evaluate trends in library automation using extant systems as illustrations. The editors have also included the dialogue which took place during discussion periods following each presentation.

The range of topics presented include a review of the previous five years, i.e., 1968–73, most ably done by Allen Veaner, who also summarizes with his own personal "shopping lists" of needs and goals for the future; and Ralph Shoffner gives a prediction of the future (four to six years from 1973).

Between those two ends of the scale are papers on the 1973 state-of-the-art by function. In her paper on technology, Diana Delanoy presents a brief but pithy summary including minicomputers and information retrieval enlivened by a couple of appropriate cartoons and tables; she even manages to fit in a useful list of guidelines for decision making. Lois Kirshner's paper on user services is a good overview especially in the area of circulation, although too brief in the on-line searching aspect. Cataloging is reviewed by Maurice Freedman thoroughly and with a refreshing, if categorical, approach. David Weisbrod on acquisitions, Pauline Atherton on the needs for systems personnel, and Walter Curley on innovative strategies complete the topics covered by this book.

It is a pity that the publication of the proceedings was so long delayed. The book now is of more interest in a retrospective sense, whereas earlier publication would have had immediate relevance for the profession. Nevertheless, the papers are still thought provoking and the discussions enlightening and interesting, especially when read in the context of developments in the field since 1973.

Although the bibliography contains a few foreign citations, the papers themselves do not mention some of the significant library automation projects under way abroad. This seems a significant omission. Another slight problem is the difficulty in following some of Shoffner's dialogue in the discussion section. One gets the impression that there are too many prepositions and not enough verbs and nouns. This reviewer was also disappointed in the paper on innovative strategies in systems and automation. While Curley's paper is interesting and informative, it addresses itself more to the possibility of eclectic choices in deciding which combination of systems and services to use rather than to the truly innovative strategies which certainly existed in 1973.

Comments throughout the book, primarily from Shoffner, Atherton, and Veaner, call attention to topics, primarily related to staffing, which should be included in future state-of-the-art reviews. Atherton's paper addressed itself primarily to systems staff needs and administrative shortcomings. But what of the other library staff and their training or retraining, or the impact of automation on patterns of library staff organization, or the manpower needs of the future? These subjects need coverage badly.

At one point Veaner posed this question to Curley: "What was the staff's reaction? What kinds of problems did you have and how were they overcome?" Curley's answer was: "Move the staff out . . . and move a new staff in"! Later Shoffner expressed the view that R&D staff are the people who are responsible for the definition of a system and what it will do but *are not* responsible for its operating effectiveness. Such statements are dangerous and should not go unchallenged.

In conclusion, this book should be "required" reading for every librarian in 1976 for two reasons: (1) It is encouraging in these difficult times to note the progress which has been made since 1973; (2) the truths, admonitions, goals, and guidelines voiced in the papers are still very relevant; and reading the book will serve to keep goals not yet achieved in mind and in perspective.—*Teresa Strozik, Associate for Li-*

brary Services, Central Administration, State University of New York, Albany.

Schlipf, Frederick A., ed. *Collective Bargaining in Libraries.* Proceedings of a Conference Sponsored by the Illinois State Library and the University of Illinois Graduate School of Library Science and University of Illinois Office of Continuing Education and Public Service. Urbana-Champaign, Ill.: University of Illinois, Graduate School of Library Science, 1975. 179p. $8.00. (Available from Publications Office, Graduate School of Library Science, 249 Armory Building, Champaign, IL 61820) (LC 75-25240) (ISBN 0-87845-042-4)

The entry of librarians into organized labor relations presents a largely misunderstood challenge to the ethics of librarianship, even though it is estimated that in the United States some 33 percent of school librarians, 20 percent of academic librarians, and 10 percent of public librarians already are represented by collective bargaining.

The purpose of the Allerton Park Institute held in 1974 was to examine library unionization in a dispassionate way. Thus, these ten papers review the evolution of the union movement, cover basic bargaining methods, and summarize the impact of bargaining on libraries. The first two papers conclude that librarians are on the threshold of unprecedented unionization, due to increasing financial problems and new laws allowing collective bargaining in the public sector. Five succeeding papers deal with legal considerations, bargaining agent recognition, unit establishment, topics of negotiation, and grievances. The concluding three papers assess collective bargaining as it applies specifically to libraries and include a simulated bargaining session and evaluations of public and academic library unionization. Appended are a comprehensive bibliography and a glossary of labor terms.

As a general introduction to the technical details of bargaining, this volume provides some helpful insights. It is not, however, a how-to book for librarians expecting a realistic guide to negotiations, nor is it an objective examination of what forms of participatory management have been achieved through bargaining.

It is in the final three papers, those examining bargaining as it functions in libraries, where the aim of the institute goes awry. The simulated bargaining session uses a plastics firm as its example, an unfortunate choice in that bargaining in the public sector, where most librarians are employed, is very different from the private sector where bargaining laws are less restrictive and there is little question of final authority. In addition, the evaluations of the effects of bargaining, both written by library directors, deal with library staffs in general and are apprehensive in attitude towards governance, arbitration, accountability, and other negotiable issues. Indeed, the paper on bargaining in academic libraries contains a whole section entitled "Threat to the Service Function." Further, the evaluation of academic libraries is by a Canadian who admits more familiarity with the libraries of Canada than those of the U.S., which is demonstrated by her misinterpretation of the bargaining unit model set at Wayne State University. (Contrary to her report, only supervisory librarians with final hire-fire authority, namely, the director of libraries and assistant/associate directors, are excluded from the unit.) Thus, in these assessments, collective bargaining is not objectively, nor always accurately, presented.

It is worth noting that, of all the contributors, only one represents a union; five are lawyers, agency representatives, or professors outside the field of librarianship; and only four are librarians, including two directors of libraries and two professors of library science. Only one contributor appears to have had actual experience as a negotiator representing library employees. Significantly, no rank-and-file librarians are included. Thus, this volume has a disturbing lack of balance between viewpoints. Clearly, library management and those not directly involved with some of the basic issues of collective bargaining in libraries are curious choices for presenting a fair and complete picture of library unionization.

A definitive analysis of collective bargaining in libraries is yet to be written.— *Lothar Spang, Assistant to the Director, Wayne State University Libraries, Detroit, Michigan.*