

ians with some attention given to the relationship between professionalism and unionism.

"Strategy, Structure, Style and Appraisal Applied to Libraries" by Paul J. Gordon is a critical examination of traditional assumptions and current thinking on organizational questions relating to behavior, design, and structure. He stresses there are no universal but only partial and conditional theories of management and also the need to consider varieties of organizations.

"Economics in Library Management" by Nick Moore discusses the development of economics, applications to management, and contributions to the development of library management theories. Recent research studies on book selection, collection size, and collection effectiveness are used to illustrate the relevance of economics theory to practical library decision making.

"Librarianship: Practice, Research and Theory" by Stephen A. Roberts, after discussing the concepts of science, research, theory, and practice, reviews several contemporary issues confronting research in librarianship. His paper concludes with a discussion of criteria for the advancement of library research in Great Britain.

The papers are not easy reading and require knowledge of the state of the library management art—in all its practical and theoretical aspects—for adequate comprehension of the topics discussed. However, those library managers and advanced students of library management who take the time to prod through this volume carefully will find food for thought and reflective action. The volume is not for those looking for quick answers to practical problems; rather, it raises numerous questions with possibilities of alternative strategies, techniques, and structures grounded in present, future, or conjectured theories.—*Michael B. Binder, Clinch Valley College of the University of Virginia, Wise.*

Marshall, Joan K., comp. *On Equal Terms: A Thesaurus for Nonsexist Indexing and Cataloging*. New York: Neal-Schuman Publishers, Inc., 1977. 152p. \$14.95 hardcover; \$9.50 paperbound. LC 77-8987. ISBN 0-918212-02-2 hardcover; 0-918212-03-0 paper. (Distributed by

ABC-Clio, Inc., Box 4397, Santa Barbara, CA 93103.)

This list, produced under the aegis of the Committee on Sexism in Subject Headings organized under the sponsorship of the American Library Association's SRRT (Social Responsibilities Round Table) Task Force on Women, contains descriptors/subject headings for topics relating to people and peoples, particularly women.

The intent of this thesaurus, as stated in the introduction, is "to provide both a list of descriptors suitable for indexing materials of concern to women and other classes of people who have not been well served by the *LCSH* and a critique of the *LCSH* and LC's subject heading assignment policies."

Three categories of terms are included: (1) additions to *Library of Congress Subject Headings (LCSH)* to cover areas of women's concerns that are not presently covered; (2) revisions of biased *LCSH* terms; and (3) *LCSH* headings that have been included merely to expand the reference structure or to add subdivisions (p.12). In terms of scope, the list is not comprehensive or exhaustive, even for headings relating to women. LC headings that are considered adequate are generally not included in this list but are intended to be used along with those listed. In some areas, only a number of model headings are listed, according to which additional headings on similar subjects may be developed. As a result, this thesaurus seems to have been designed to be used as a supplementary list to *LCSH* and cannot be used independently without further development and expansion.

This list seeks mainly to improve on the terminology used in *LCSH* by using more current terms and by providing terms not yet present in *LCSH* (including new headings and narrower headings than those in *LCSH*) and additional cross-references. Existing LC headings that are considered to be biased or offensive are replaced by neutral or "nonbiased" terms.

Offensive or controversial terms, such as "Infanticide" and "Female offenders," are not only replaced by other terms but also dropped as referred-from references. It may be questioned whether eliminating these terms as referred-from references is desirable in terms of retrieval effectiveness. It is

possible that some users might seek material on certain subjects under the "offensive" terms because these are often terms with which these users have become familiar either through their previous experience with the catalog or through literature. The reason for not using these terms as headings is obvious, but dropping them as references is limiting access points to desired information or material.

Including a biased term, particularly as a referred-from reference, in a thesaurus does not necessarily constitute an endorsement of a particular viewpoint. This also brings to mind a question that has been raised many times in literature but lacks an answer based on consensus: Should descriptors or subject headings represent the objective facts only? Or should they not reflect the way these facts have been and are recorded *as well*?

The list includes many terms narrower than those in *LCSH*, but whether these are necessarily "specific" terms must be viewed in the context of application. A broad term may be a specific term, when applied to a work on a broad topic; and a narrow term is not necessarily specific, if the topic of the work being analyzed is even narrower than the term.

In a few exceptional cases, broader terms are used to replace existing LC headings, e.g., *Nuns—Employment in public schools* replacing the LC heading *Nuns as public school teachers*.

Regarding form of headings, this thesaurus conforms largely to *LCSH*, with perhaps a stronger tendency towards class-entry forms (i.e., headings that contain hierarchically related terms and are not characteristic of entries in a dictionary catalog based on the principle of specific entry) even more so than *LCSH*. For example, headings subdivided indirectly sometimes contain three geographic subdivisions, e.g., *Women—Employment—Canada—Manitoba—Winnipeg*, as opposed to LC practice, which allows no more than two geographic subdivisions in a heading.

In spite of a stated preference for the inverted form of headings because of its "consciousness-raising value" (p.11), some direct headings are included, resulting in inconsistent forms for headings of a similar

type, e.g., *Woman's films* but *Mass media*, *Women's*; *Prisons for women* but *Women's health centers and clinics*. Furthermore, the distinction between the phrase form and the subdivided form is not always clear, e.g., *Women—Prayer books and devotions* but *Comic books, strips, etc.*, *Women's*. Although most of these problems regarding form of headings are inherited from *LCSH*, this thesaurus fails to address them satisfactorily.

*LCSH* has often been criticized for containing obsolete and biased terms. Many of them reflect the biases of the literature or of society, and some of them are the result of changing usage. Out of practical consideration, particularly the cost of change, the Library of Congress admittedly has not kept up with the changes. This thesaurus aims at this particular problem by providing a list of terms relating to women and, to a limited extent, other minority groups that are in current use and are acceptable to the groups concerned. In addition, a set of "principles for establishing subject headings relating to people and peoples" was developed to ensure nonbiased and unprejudiced terminology.

In recent years, the women's movement has generated tremendous interest in women's studies, and there is an enormous proliferation of literature in this area. *LCSH*, based primarily on literary warrant, is only slowly catching up in providing adequate headings for new topics related to women. This thesaurus fills this gap and will no doubt prove to be useful in analyzing book and periodical collections, particularly in indexing the contents of books and periodicals.—Lois M. Chan, University of Kentucky, Lexington.

#### **Library and Media: Marriage or Divorce.**

Dwight F. Burlingame, editor. Evansville, Ind.: University of Evansville Press, 1977. 78p. \$4.95. LC 77-91273. ISBN 0-930982-00-2.

This slim paperback volume is a collection of papers given at a University of Evansville seminar in November 1976. The seminar topic was "Critical Issues in Higher Education: Library and Media."

There are seven papers in the collection, and their authors include some big names in