

professional association. The chapter also contains a discussion of professional behavior in the public sector in which ethics loom greater than merely "staying out of trouble." The issue of enforcement is most effective, the author's maintain, when there is a written code that has been agreed upon by members of the profession, where there is appropriate education of members and those studying to be members of the profession, and where there is sufficient peer-group pressure to enforce the precepts of the code.

It should be noted that an excellent, select bibliography appears at the conclusion of the work along with an index.

*Professional Ethics and Librarians* can be read with profit by all who consider themselves professional librarians. The work is particularly useful for those librarians educating future librarians and to those involved in revising the current ALA "Statement on Professional Ethics." It will certainly be the source to consult for anyone involved in studying the professional ethics of the library profession in the United States.—Larry A. Kroah, *University Library, Indiana University of Pennsylvania*.

*University Libraries in Developing Countries: Structure and Function in Regard to Information Transfer for Science and Technology: Proceedings of the IFLA/Unesco Pre-Session Seminar for Librarians from Developing Countries, München, August 16-19, 1983.* Ed. by Anthony J. Loveday and Günter Gattermann. München: K. G. Saur, 1985. 183p. (IFLA Publications, V.33). \$20. ISBN 3-598-20397-7.

These fourteen papers cover well the wide range of development issues faced by university libraries in developing countries, from a variety of perspectives. Many of the papers specifically address the major focus of the seminar—information transfer for science and technology. The remainder, while not directly addressing this focus, concentrate on related developmental issues that are of crucial importance to information transfer regardless of the discipline. All of the papers were written by experts addressing the issues both from firsthand experience as well as intel-

lectual endeavor. Only two contributors come from outside the developing world (United Kingdom and West Germany) while the remainder come from a representative cross-section of the developing world (Barbados, Brazil, Kenya, Malawi, Malaysia, Mexico, Nigeria, Thailand, and Zambia).

Two introductory papers are followed by three parts in which papers are arranged by theme: Part 1, "Acquisitions," Part 2, "Information Technology," and Part 3, "Training." As with many IFLA seminar publications, summaries of conference discussion follow each paper. A list of sixteen "Recommendations and Resolutions" growing out of the seminar concludes the work.

It is important to evaluate this collection from the perspective of two potential groups of readers: those in the developed world attempting to understand aspects of international and comparative librarianship and those in the developing world attempting to accomplish development goals in their libraries. For both groups this collection is an important contribution to the literature since it goes beyond merely explaining the concerns, needs, and problems of development and describes possibilities for development as well as achievement, sometimes against considerable obstacles. Papers are frequently very well paired. For example, S. W. Massil's "New Information Technologies Available in the Industrialised World" (p.110-18) is followed by H. T. Lim's "Choosing the Moment: A Review of the Organisational Problems and Changes Arising out of Conversion to Computerised Systems" (p.119-34). The broad perspective of what is available is, therefore, followed by the practical example of the development of MALMARC at the Universiti Sains Malaysia.

The important role university libraries in the developing world play in national development can sometimes be overlooked by nonlibrarians making crucial funding decisions. This collection of papers is recommended not only for library and information professionals but for those outside of the field concerned with Third World development because of the

link it presents between national development and university library development.—David L. Easterbrook, *University Library, University of Illinois at Chicago*.

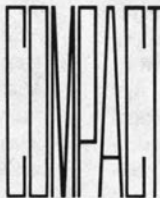
**Jones, Ken H.** *Conflict and Change in Library Organizations: People, Power and Service*. London: Clive Bingley, 1984. 274p. \$19. ISBN 0-85157-367-3.

Libraries have not served as the playgrounds of organizational theorists. Increasingly, however, as researchers begin to recognize libraries as complex social institutions interacting with a dynamic environment, and as library administrators broaden their understanding of the key concepts of organizational development, the library as an organization will be subject to expanded and fruitful analysis. The work of Ken Jones (Leeds Polytechnic School of Librarianship) significantly promotes this process. Its British perspective and theoretical focus complement well the recent survey published by Lowell Martin, *Organizational Structure of Libraries* (Scarecrow, 1984).

This is an excellent book—thorough but not burdensome in its description of the

classic theories of organizations, insightful but not obtuse in its analysis of library developments, and provocative in its conclusions and recommendations for future research. Jones targets the library practitioner and students of librarianship and organizational theory as his audience. His objective is to provide a systematic and critical evaluation of organizational theories in terms of their "practical significance." This should contribute to the creation of the "knowledgeable and ever-compassionate participant-observer" who will be better able to "devise remedial and developmental strategies" for libraries.

The first three chapters introduce the bureaucratic systems and human-resource perspectives on organizational theory, focusing in particular on their analytical, prescriptive, and cumulative characteristics. The balance of the book integrates this theoretical framework with questions of organizational climate and culture, staff attitudes and satisfactions, and management style. The result is a significant addition to the "reader's concep-



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