

**MANITOBA
LIBRARY
ASSOCIATION
BULLETIN**

**VOLUME 7 NUMBER 2
MARCH 1977**

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INSIDE

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Advertising rates are available on request. Address all advertisements and inquiries to the Editors.

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EDITORIAL



Ontario

This issue of the Bulletin features part one of a two-part series on the theme "Working in Libraries in Manitoba". An unsolicited article "Librarians and Library Assistants: a view from the bottom" by Maira Gavin (p. 4) raises the question of management policies in general and criticizes the hierarchical organization of libraries in particular. Ms. Gavin's complaints are what we all feel when we are not consulted about policies and procedures that affect our working lives. The responsibility for this lies with the top levels of management, whether they are professional librarians is irrelevant. Are they professional managers?

In this context, the recent MLA-sponsored workshop given by John Dutton, Chief Librarian, North York Public Library and Peter Bassnet, Chief Librarian, Scarborough Public Library was valuable in providing an overall view of basic management concepts. Ron Friesen has provided his response to some of the topics discussed (p. 6).

Management principles, especially those relating to personnel administration are something we should all be aware of, and for that reason we have chosen to reprint the IPLO guidelines for employment and working conditions for professional librarians in Ontario. Although they are aimed specifically at professional librarians, they are general enough to apply to all library workers. In fact, IPLO hoped that "the guidelines would make a positive contribution to the general personnel policies adopted for all library staff members." We encourage you to review the IPLO guidelines in the context of your present working conditions. In the June issue of the Bulletin, we shall be examining the provisions of a variety of Manitoba library contracts as they relate to the IPLO guidelines. There will also be a detailed report on the training, employment and working conditions of library technicians in this province. The June bulletin will contain a feature article on working as a freelance librarian--an alternative more librarians may have to consider in view of an increasingly tight job market.

We are pleased to offer highlights from the speech given by Dr. Lloyd Axworthy, MLA for Fort Rouge at the recent Manitoba Library Association Winter General Meeting. Dr. Axworthy's speech was forthright and stimulating; his ideas on how to make the library a political priority and how to sell the idea of libraries have helped to shape the strategy of Manitoba Library Week Committee.

Hazel Fry
Donna McKillop

Ministry of
Culture and
Recreation

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December 22, 1976

Parliament Buildings
Queen's Park
Toronto Ontario
M7A 2R9

Mr. Patrick D. Wright,
President,
Manitoba Library Association,
c/o St. Vital Public Library,
6, Fermor Avenue W.,
St. Vital, Manitoba, R2M 0Y2.

Dear Mr. Wright,

Thank you very much for the MLA Bulletin. I was especially pleased to read your Annual Conference resolution #3 regarding the Canadian Children's Book Centre. It is good to know that your whole organization endorses the concept.

Your Bulletin is ambitious and informative, and well produced.

Happy New Year.

Sincerely,

(Ms.) Irma McDonough, Coordinator,
Children's Library Services,
PROVINCIAL LIBRARY SERVICE.

IMcD/dd

EDITORS NOTE:

Ms. McDonough kindly gave her permission to reprint this letter.

LIBRARIANS AND LIBRARY ASSISTANTS:

A VIEW FROM THE BOTTOM:

by

MOIRA GAVIN

The consistent trend towards professionalism in librarianship has been speeded up in recent years. Many positions formerly held by library workers without a degree are now reserved for graduates of library school. Courses that once dealt handily with their material in a few months are being expanded to one or two years' duration. A mere B.L.S. is in danger of becoming as inconsequential as a B.A.; advancement calls for an advanced degree.

The impetus for this push to professionalism is supposedly to be found in a general trend towards specialization and the factors that contribute to this: the enormous increase in recorded knowledge, an increase in both volume and complexity, and a corresponding refinement and expansion in the means of classifying this knowledge and making it readily available to the ignorant. Certainly these factors are at work, but so are others, sociological and economic rather than technical. The professionalization of any occupation yields certain definite rewards in terms of autonomy accorded the worker, status within the work situation and in the larger social milieu, and the ability to command (or at least to demand) higher salaries and the fringe benefits usually accorded those in higher socio-economic levels.

These are perfectly legitimate goals, and perfectly understandable motivation for librarians to pursue professional status; nobody likes to be poor and downtrodden. But within the library itself, the division into professional and non-professional has had at least two important and undesirable consequences.

The first unhappy consequence is an emphasis on qualifications rather than competence. No matter what the employee's or prospective employee's actual experience or ability to do the work might be, if a job has been categorized as a "professional position", non-professionals need not apply. This is not a situation peculiar to library work, but simply reflects a general tendency to use university degrees as a job ticket, often in situations where the formal education involved is patently irrelevant. Obviously a library degree has some relevance to library work, but it can hardly be termed a sine qua non for many positions usually held by professionals. Reference work, for example, requires familiarity with reference tools and diligence in keeping up to date, but here it could be argued that a broad education would prove more useful than a specialized library degree. Even cataloguing is subject to rules, and the rules are written down for easy reference; a non-professional can surely employ these tools.

The degree-as-passport syndrome becomes even more absurd when it disqualifies non-professionals from holding supervisory positions. The work of a supervisor is clearly non-technical, though presumably anyone promoted to such a position would have to have a good knowledge of the sort of work he/she was expected to supervise. The training received in library school is not designed to educate one for a supervisory post; quite the contrary,

it would seem a waste of technical training to insist on putting a professional librarian into a position where professional skills are not called upon. The important factor here is clearly status: professional librarians would object to taking orders from a non-professional. Non-professional library workers, well aware of this situation, not infrequently acquire a library degree with the simple and cynical intention of opening an avenue of promotion, or even just getting paid more for doing the same work. Ironically, they may find they have priced themselves out of a job. The number of library school graduates increases faster than the "professional positions" available. Of course, library administrators, professionals themselves, are sympathetic to the problem and can--budget permitting--"professionalize" hitherto non-professional jobs. Since these jobs will then be unavailable to non-professionals, more of these latter will feel obliged to "professionalize" themselves, in order to qualify for the jobs. This is called "upgrading", and has nothing whatever to do with getting the work done.

The second and even more disastrous consequence of "professionalization" is the development of a caste system within the library work situation. The manifestations of this caste system are many, some subtle, some obvious, but it would probably be true to say that all are more obvious to the workers below the salt than to the élite. As a non-professional library worker who has discussed these problems with many people on both sides of the fence, I list some of the more pernicious and annoying aspects: Keeping them down on the farm. When work is strictly categorized as professional or non-professional material, the routine work is given to the non-professionals. Naturally, they get bored. They hanker for something more challenging, more autonomous. They observe that the work categorized as "professional" is not in fact an impenetrable mystery; if somebody would show them the ropes, they could carry on for themselves. Usually, though, nobody will explain the work. The mysteries of librarianship are as sacred and secret as Masonic rites. After all, if it could be done by a non-professional, a library degree would be naughtily superfluous, wouldn't it?

Money and other fringe benefits. One very practical reason for not permitting non-professionals to do the same work as professionals is that the non-professional would, quite naturally, resent the difference in pay. It is an accepted principle, though not necessarily a defensible one, that a worker with more formal education should get paid more than one with less--provided, of course, that the employer considers the education in question somehow relevant to the performance of the job. It is also understandable that professional librarians should insist on being paid well. But non-professional library workers are then abandoned to the usual economic fate of clerical workers.

Most library workers, professional and non-professional, are women. Considering the overall poor position of women in the labour force, a library degree is an easy and useful route to a fairly well-paid and well-regarded career field. Unfortunately, in this instance it only provides a handy excuse for the continued exploitation of their non-professional co-workers. Cold cash is a crucial point, but perhaps a case could be made for it as a sacrifice to the clamour for credentials. That is more annoying and less

defensible is the difference in certain fringe benefits. Professionals often work shorter hours than non-professionals; they are entitled to longer vacations; they have leave to attend conferences, and access to travel funds to enable them to do so. On a strictly economic basis it makes no sense to give professionals shorter hours and longer holidays; since they earn more than non-professionals, their holidays and lunch hours are correspondingly more costly to the employer. But in any case, it is hard to see what justification could be made for such distinctions, other than the desire to give professionalism per se some material advantage.

I wasn't hired to type; or, Give it to one of the girls. Among clerical workers, typing and filing are apparently the mark of the menial. There are others, of course, depending upon the nature of the work at hand. But from observation it would appear that anyone with a library degree suffers a loss of dignity if obliged on any occasion to perform these menial tasks in connection with the job. The corresponding implication-- seldom made explicit, of course--is that the people who do perform these tasks have no dignity to lose. The justification, one presumes, is that the performance of mindless or boring tasks by trained professional personnel constitutes a waste of resources. The waste of resources involved in confining intelligent and often well-educated people to the disposition of such work is not of course considered a matter of any importance.

Input and output; or, What do you know about it anyway, you only work here. It is understood that professional librarians run the library. Eight months at library school presumably endows one with the requisite knowledge and judgment--knowledge and judgment otherwise unobtainable--for making decisions. In general, people who make decisions are simply making them for other people; that is to say, people who oversee the work of others make decisions for the people who do the work. Workers with library degrees are usually considered to be much more capable of making decisions about their own work, and in turn they are considered to be eligible candidates for positions involving decisions about other people; they take a larger view of the situation. Professional librarians probably attend at least twice as many meetings as non-professionals. So who wants to go to meetings? Well, nobody; but like two-hour lunches, they serve as a convenient gauge of one's importance in the work situation. And sometimes one might have something to say.

The interchangeable automaton. What all this amounts to is a view of the non-professional worker as an unimportant individual making an unimportant individual contribution to the functioning of the library. If she hollers, let her do; we can find another one just like her by lunchtime. The common woman, undistinguished from the masses by a library degree, cannot be trusted to function autonomously, to participate in decision-making; she is certainly not looking for personal fulfillment in her work situation; she doesn't need much money because she's either (a) single and has only herself to support, or (b) married and being supported by her husband; and in any case, since we know she's not interested in the work situation, she will soon leave, either to get married, to have a baby, or out of sheer boredom. They're all alike behind a typewriter.

The professional librarian, on the other hand, has gone to the trouble of acquiring a professional degree. The strictures on female employees

described above do not apply to her. She has a career, not a job.

The plain fact is that it is a year at library school, and only that, which distinguishes a professional library worker from a non-professional. In general they have the same human needs and expectations in the work situation, the same intelligence, often the same education (aside from library school), the same interest in their job and surroundings; they pay the same rent and buy their groceries at the same store. A slender thread indeed to hang so many assumptions on, to bear so many inequalities.

Editors' Note: Ms. Gavin's article was hand-delivered to the Editors. We felt it was of sufficient concern and interest and should be published. The following two articles were solicited by the Editors to respond to the issues raised by Ms. Gavin.

✓ A RESPONSE FROM THE FENCE

by

HANCY BRYDGES

The "non-professional" as second class citizen within the library community is an attitude which causes some well-founded resentment in the ranks of library assistants. As one of those non-professionals who went to library school "with the simple and cynical intention of opening an avenue of promotion", I would like to comment on Ms. Gavin's views of the role and status of librarians and library assistants.

The roots of the problem she raises are found in the simplistic definition of professionalism in librarianship: a professional is distinguished from a non-professional basically by a library science degree. The fault with this concept lies with mixing up the ideas of professionalism and librarianship, something of which both librarians and library assistants are guilty.

Librarianship is a skill; professionalism is an attitude.

Librarians, by virtue of their year or two at library school, are better trained in the field of library science than are library assistants. It is not therefore unreasonable that they hold the better positions-- positions that carry more responsibility and have more scope for decision-making usually demand more job knowledge.

A library science degree has nothing whatever to do, however; with professionalism, which is an attitude toward a job rather than the skills brought to it. Conscientiousness on the job, and commitment to better library service are not the sole province of the librarian; rather they are characteristics of a good employee, be it librarian or library assistant. But it is here that the so-called non-professionals who regard library work as their profession have been left out in the cold, both at the work place, and in the library community in general.

Because librarians have tended to view library assistants as non-professionals, they have not encouraged them in areas of professional contribution (policy-making committees within the library; membership and active participation in

organizations such as the Manitoba Library Association), or professional development (attending workshops, conferences, reading library literature, etc.) But these are areas for library professionals, not professional librarians.

The breakdown in communication which allows librarians to overlook the potential contribution to be made by library assistants, and causes library assistants to regard "the mysteries of librarianship...as sacred and secret", results in an adversary situation which is detrimental to the operation of libraries as a whole. If our goal is the better delivery of library service to the community, we must work to overcome the barrier posed by a lack of mutual respect and trust.

--Lucie Holgat is Librarian, Agriculture Canada Research Station, Winnipeg, Manitoba.

LIBRARIANS AND LIBRARY ASSISTANTS: A RESPONSE

by
LUCIE HOLTGAT

A problem in many libraries today is the absence of defined duties for both librarians and library assistants. At the time of employment an accurate job description should outline the duties of any given position and thus the qualifications required would become evident. If professional skills are required, it is obvious that the candidate have a library degree.

In the case of library assistants the situation is often less clear. Duties and responsibilities of library assistants in diverse institutions vary widely, consequently educational background and experience requirements would be different. Often the difference in educational level required reflects the amount of specialized skills and responsibility required for a given position. Some library assistant positions involve a great deal of clerical work and circulation duties, while others are reference desk assistants or copy cataloguers. Given these two very different library assistant positions, one would expect differences not only in salary but also in educational background, experience, and maturity. This issue is raised in the article, "Librarians and Library Assistants: A View From the Bottom", and could possibly be solved if job descriptions were well written and reflected accurately any given position.

The argument that reference work can be done by both professional and non-professional staff is certainly true; but the issue here is to what depth the professional or non-professional is skilled in doing reference work. Library school courses expose the student to the endless range of information sources. After attending library school it becomes evident how narrow a scope library assistants have of reference work. Reference work does not only involve a knowledge of those materials in your own library, but should also imply a knowledge of where to search and what is available in the information science field. In discussing library school, it should be remembered that the field may be more generally called information science. The objective of library school is to train an individual in those special-

ized skills needed for library work or work in other institutions requiring dissemination of information.

The point raised in the article that "the work categorized as 'professional' is not in fact an impenetrable mystery" is very true. It may also be true that no one will explain this work to the non-professional, but the cause for this as proposed in the article, does not accurately reflect the reality of the situation. A more precise reason for professionals not taking the time to train the non-professionals cataloguing, reference, selection, and the philosophy of librarianship, is the lack of time and money in today's institutions. It is obvious that if it takes eight to sixteen months to train a professional, there is not the time in the work environment to do this teaching. On the job training of non-professionals by professionals as suggested in Ms. Gavin's article raises the topic of internship, which has been the subject of many a discussion in the field of library science. At present, internship is part of few programmes. In view of the fact that there is neither time nor money available in the work environment for internship, the value of library schools is self-evident.

"Librarians and Library Assistants: A View From the Bottom" suggests that library assistants are oppressed and suppressed by librarians. I would like to suggest that the inequalities that exist are not so much the fault of librarians as those of the institutions, systems, and our society. It seems a reality in our culture that the lower member in the hierarchy is used by those above. This is an unjust situation that is rampant in our society, not solely a malaise in the library field.

Every employee has the right to be treated as a human. If anyone is being treated in a lesser fashion, then that reflects the poor managers above that employee. Job satisfaction is what good employees strive for, yet this can not be attained in all positions at all times. If a job does not give satisfaction, perhaps the employee is over qualified. If, however, the tasks are not those on the job description, there is certainly a valid complaint to be made to the administration.

In institutions, salaries seem to increase as responsibility and authority increase. Responsibilities increase with education and experience. This situation is reflected in other institutions as well as libraries, and consequently librarians earn more than library assistants. Differences in fringe benefits between professional and non-professional staff are subject to institutional policies. These incongruities will only be remedied by voicing them through the proper channels.

The situation among librarians and library assistants in many institutions today, is the result of rapid development of libraries from one-man operations to the multi-faceted systems they are today. With positions clearly defined, and managers realizing the importance of good staff at any level of the hierarchy, there would be less conflict among employees. An effective organization aims at utilizing its manpower to the maximum. The attitudes of the staff towards the administration are communicated to the library users. Unhappy staff due to unclear or poor policy, can create conflicts that are disruptive to the smooth running of an operation. Happy employees are those who are working together towards a common goal.

--Lucie Holgat is Librarian, Corumation Park Library, St. Boniface Public Library.

GUIDELINES OF EMPLOYMENT AND WORKING CONDITIONS
FOR REGISTERED PROFESSIONAL LIBRARIANS EMPLOYED IN
LIBRARIES IN ONTARIO

PREAMBLE - OBJECTIVES OF THE I.P.L.O.

The following objectives are implicit in the Act respecting the Institute (Bill Pr 40), the by-laws of the corporation and the decisions of the Board:

1. To promote and improve the services provided by all libraries in Ontario in which professional librarians are employed.
2. To promote, advance and maintain the interests and welfare of librarians registered with the Institute.
3. To foster and co-operate with other Ontario, Canadian or International organizations with similar objectives.
4. To encourage and engage in research and study which will support the programmes of the Institute and inform its members about the profession.

In pursuance of these objectives the Institute is issuing these guidelines and recommending their acceptance by employers and their application to all professional librarians on staff. It is hoped that these guidelines will make a positive contribution to the general personnel policies adopted for all library staff members and that in any discussions of standards of employment and working conditions among library employees in general, the professional librarian will use this statement, or any subsequent revisions, as the minimum requirements for the employment of a registered professional librarian.

It is recognized that the organization in which the professional librarian is employed, in return for fair personnel practices and the acceptance of these guidelines, has a right to expect a high standard of performance and ethical behaviour compatible with the aims and objectives of the individual library from any registered member of the Institute of Professional Librarians of Ontario. The employer is referred to the Code of Ethics which has been adopted by the Institute and which is binding on all members.

The I.P.L.O., as the only legally recognized organization of professional librarians in Ontario, believes that library service can be improved and maintained at a high level if every library organization establishes and maintains written personnel policies which are the result of the participation of the staff and the employer, which are reviewed and revised regularly and which are freely accessible to all members of the staff.

A. CONDITIONS OF EMPLOYMENT

1. Appointments

Although the recruiting, short listing, interviewing or processing of applicants for any position may be delegated, the final appointment of an applicant for a professional position other than that of chief librarian shall

be made by the chief librarian. The final appointment of the chief librarian shall be made by the highest authority in the institution. The immediate supervisor of the new employee shall be involved as much as possible in the selection process. Applications shall be kept confidential and the applicant's current employer shall be consulted only with the consent of the applicant.

Appointments shall be made on the basis of professional competence of the applicant as a result of an evaluation of experience and qualifications as they apply to the specifications of the job. There will be no discrimination on the basis of race, age, sex, including sexual orientation, marital status, national origin, or religion.

2. Employment Contract

Before the final appointment of a professional librarian to a position, conditions of employment and of work shall be clearly stated and be confirmed in writing. The statement shall also indicate the date on which the offer of employment expires. The employee shall acknowledge the statement in writing and this document shall then be considered an employment contract.

No major changes in the terms of employment shall be made without consulting the employee. Changes consented to by the employee shall be acknowledged in writing and this document shall then be considered part of the employment contract.

3. Probation

A probation period shall be required for all new appointments as well as for all promotions. The length of the probation period should be six months in the case of new appointments and three months in the case of promotions. These time periods can be extended if exceptional circumstances have made it impossible to arrive at a fair evaluation of the employee's performance during the initial period. At the end of the probationary period an evaluation of performance (following the procedure outlined in B.5) shall be conducted and, if satisfactory, a permanent appointment shall be made.

4. Job Security

Job security (non dismissal without cause) shall be assured to all permanent employees, dependent on the satisfactory performance of their duties.

5. Promotion

Whenever positions become vacant or new positions are created, a job description shall be posted within the library for a period of five days before the vacancy is posted or advertised outside the library. Internal and external applicants shall be considered simultaneously using the criteria outlined in A.1. Seniority will be used to select from two or more internal applicants of equal evaluation.

6. Termination of Employment

(a) The requirement of the employing library in regard to the period of notice to be given by a resigning employee shall be specified in the terms of employment and the employee shall abide by such specification. Resigna-

tions shall be made in writing, giving the effective date and shall be acknowledged by the employer. One month is recommended by the Institute as the minimum period of notice required from a professional librarian.

(b) Professional librarians may be discharged for the unsatisfactory performance of their duties and/or failure to abide by the terms of employment. Whenever dismissal is being considered, the employee must be interviewed and given a written warning outlining the problem and stating that continuation of the problem will lead to dismissal. The warning shall contain reason(s) for the warning, recommendations for improvement, a statement that termination is possible and a date when the situation will be reviewed. All copies of the warning shall be signed by the employee. If the employee's performance continues to be unsatisfactory, the employee will be given written notification of the termination and the effective date. The employee shall have the power, through a grievance procedure, to question the decision before dismissal is final. The period of notice required from a library authority should be the same as that required from a professional librarian who is resigning.

(c) If, as a result of financial exigency or the discontinuation of a library program or activity, it is necessary to terminate a professional appointment, every effort shall be made to transfer the professional librarian affected to some other activity for which he or she is qualified. If this is not possible, notice shall be given as far in advance as possible (in no case less than six months). The employee shall have the power to question the decision before it becomes final. Every assistance possible shall be provided to the employee in finding a suitable position elsewhere, and an explanatory statement shall be provided for use in seeking a position. All documents and records resulting from such terminations shall clearly state that the termination was made without prejudice.

(d) The Institute does not recommend compulsory retirement as an inflexible rule. When a professional librarian has reached the age of retirement some consideration should be given to the performance, capacity and wishes of the employee before a decision on retirement is made. Yearly renewable appointments and part-time employment are recommended as possible alternatives to termination.

(e) Whatever the circumstances under which a professional librarian leaves the employ of a library authority, an exit interview should be held between the departing employee and the person in higher authority deemed most likely to elicit an honest reaction.

7. Part-Time Employment

Regular permanent employment on a part-time basis shall be subject to the same standards and conditions of employment as full-time permanent staff. In general, benefits and vacations should be calculated on a proportional basis or the employee should receive some other form of compensation.

8. Temporary Employment

All conditions of employment including the terms of employment, pay and responsibilities shall be clearly defined for the benefit of any professional librarian accepting temporary employment in a library.

9. Personnel Records

The confidentiality of personnel records must be carefully preserved. Documents obtained with a guarantee of confidentiality (i.e. reference letters) should either be destroyed after they have served their purpose or kept in a separate file. Information from the employee's file should be provided only when the need for the information has been clearly established. The employee should be notified in writing whenever any information is provided from his file. He/she would also receive a copy of all documents added to or deleted from his file.

B. CONDITIONS OF WORK

1. Hours of Work

There shall be a definite number of hours specified as the employee's work week. The recommended maximum number is thirty-five. It is recognized that some library positions will require shift work and Saturday or Sunday duty. Employees should be advised of such requirements prior to appointment. Some form of compensation such as extra pay or extra time off should be provided for employees required to be available during time periods other than those specified at the time of employment.

2. Vacation and Leave

(a) The professional librarian shall be granted a minimum of twenty working days of paid vacation per annum.

(b) A definite amount of sick leave with pay shall be allowed annually. It is recommended that sick leave be not less than one and a half days a month, and that it be cumulative to give protection to the employee in case of prolonged illness. Sick leave accumulated during an employee's period of employment should be portable. If this is not possible, the employee should receive monetary compensation for such sick leave.

(c) Compassionate leave with pay shall be granted in the event of death or serious illness in the immediate family of the employee or that of his/her spouse. In view of the changing definition of the family unit, it is recommended that in defining "immediate family" consideration be given to extending the usual meaning of the word.

(d) The statutory holidays listed in the Employment Standards Act shall be the minimum granted to professional librarians. It is recommended that as suggested by the Ontario Human Rights Commission, those individuals whose holy days are not recognized by statute be given additional days off. The holy days agreed upon by the employer and employee as being essential to the proper observance of the employee's religion should be specified in the letter of appointment. The terms under which such days are granted should also be indicated.

(e) Maternity leave as specified by law (Women's Equal Employment Opportunity Act) should be the minimum granted regardless of the size of the institution. It is recommended that paternity leave of three to five days should also be granted. The terms of both maternity and paternity leave including the length and the pay arrangements shall be specified.

It is also recommended that fringe benefits be continued throughout the maternity leave.

(f) Provision should be made for the granting of periodical temporary or sabbatical leave for the purpose of improving performance through a learning experience, research, travel, writing or other activity relevant to the practice of librarianship. The conditions under which a leave may be granted should be made clear to the professional librarian.

3. Fringe Benefits

(a) The library authority should contribute no less than 50% of the cost of health insurance (e.g. OHIP) and should assist employees who wish to obtain extended health benefits. The opportunity to obtain long term disability insurance should also be provided.

(b) The conditions of employment shall include a retirement plan and the provision of a pension, the terms of which shall be made clear to the employee at the time of appointment. The pension plan provided by the institution should allow for early retirement if the employee so wishes. All employees should receive an annual report on the state of their pension.

4. Job Description

In order that the responsibilities and standards of performance required will be clear to both employer and employee, there shall be a job description, a position classification plan and a salary scale with provision for regular increments and possible promotions for all professional librarians within the library. To ensure accuracy, job descriptions should be reviewed on a regular basis. Within the framework of the job requirements, the employer should strive to set goals and objectives which challenge and best utilize the professional librarian's abilities. Copies of all documents should be made available to employees.

5. Evaluation

The performance of a professional librarian should be evaluated at least once a year. The evaluation should be based on the job description and/or the goals and objectives previously agreed upon by the employee. To ensure that such an evaluation is objective it shall be made by an appointed evaluator as a result of a conference with the person being evaluated, put in writing by the evaluator, discussed with the person being evaluated, signed by both parties and reviewed by the chief librarian. If the librarian being evaluated so desires, a statement of his or her own can be added to and filed with the evaluation. The use of peers and/or committees as evaluators should be considered.

6. Grievances

All library authorities should have a clearly defined grievance procedure to deal with internal problems. The procedure should be as uncomplicated as possible with specified time limits within which each step of the procedure is to be completed. The procedure should be communicated to all professional librarians and should be of such nature as to ensure a fair hearing and follow-up action.

7. Continuing Education and Professional Development

The professional librarian has responsibility for his or her own professional growth and development. Nevertheless, the library authority shall encourage its employees to continue the process through such means as:

- (a) a period of orientation to their new duties;
- (b) adequate services of supervision and consultation;
- (c) leave of absence with pay, when appropriate, to take part in conferences and workshops in keeping with the professional duties of librarianship;
- (d) leave of absence with pay to exercise responsibilities in a professional organization or a recognized library association;
- (e) leave of absence with pay and/or reimbursement of fees for courses relevant to the librarian's professional duties;
- (f) leave of absence for scholarly research and assistance in the filing of applications for research grants.

8. Political Activity

Employees should have the freedom to participate in political and community activities. Such participation, however, should be undertaken solely as a responsibility of the individual without involving the employer except in the case where an employee is presenting himself/herself as a candidate to an elected office in which instance some provision for a leave of absence should be made.

9. Channels of Communication

The chief librarian shall have the responsibility for ensuring that there are channels of communication between the professional staff and the administration and the library authority. But while the Institute of Professional Librarians of Ontario (IPLO) recognizes the hierarchical and organizational authority vested in the chief librarian as valid, it urges chief librarians to remember that in dealing with professional librarians, he or she is dealing with colleagues, that is, with persons who share in professional authority by virtue of their training, education, experience and dedication to library service. In consultation with the professional librarians on his staff, the chief librarian should devise ways and means whereby the professional staff can participate in the interpretation and modification of library policies and their implementation. Maximum staff involvement in ongoing changes is also recommended. A written manual of personnel practices shall be available to every staff member. This manual should include: (a) a clear description of the organization, indicating the relationship of each position within the organization and showing the lines of authority; and (b) a clear description of ways in which new or modified policies may be originated, decided on and carried out. Any changes in personnel policies or procedures shall be made known to all professional staff members before they are implemented.

THE MLA WINTER GENERAL MEETING: A REACTION

by

RON FRIESEN

If librarians don't get involved in decision-making, they may lose the power they have. That was the message which came through clearly at the MLA winter general meeting, held February 18-19 in Winnipeg.

Both the management workshop and Dr. Lloyd Axworthy's speech emphasized that librarians can no longer be novitiates in **either politics or administration**.

In particular, the address by Dr. Axworthy served as both a warning and an exhortation. Librarians should realize, he said, that in the eyes of the government, libraries are a secondary priority. He clearly indicated that librarians need to develop more political acumen. In the first place, they should become more adept at viewing librarians within the perspective of the political climate. In the second place, they should identify their rivals for the public dollar. Finally, they should have a much better understanding of the role of the library in society.

In short, librarians should get out of the books and into the trenches. This call is not a new one, but it is surely more vital now than ever before. It is true, as Dr. Axworthy pointed out, that human resources in Manitoba are undergoing tough times. It is also true that fatalism and passivity among librarians will do nothing to counter this trend.

The idea of involvement by the library community in the working of management as expressed by Messrs. Dutton and Bassnett should be heard more of. Librarians, they said, must learn more about how administrative affairs are managed. Understanding the power structure of an organization is important to work successfully within it. Even if one never succeeds to a top administrative post, one should still have a grasp of how an organization works, and how beneficial changes can be effected.

To be sure, these points connected more with some people in the audience than with others. The school librarians may have profited less from the discussions than those librarians from large public and academic systems. The rural librarians may have felt even further at sea. It was fortunate, therefore, that the Portage la Prairie delegation asked a number of questions relating points to rural situations.

Notwithstanding, the management workshop was a worthwhile exercise. It showed delegates how to go about librarianship in an efficient, managerial fashion. It also imparted some ideas about working effectively with people. That, surely, is one of the most important things we can learn.

HIGHLIGHTS OF DR. LLOYD AXWORTHY'S

ADDRESS TO THE MANITOBA LIBRARY ASSOCIATION

... This is a curious topic. I suppose if you went over the historical annals of the Manitoba Library Association, the idea of having libraries as a political priority would not have come up too often for discussion and I must confess to having a certain curiosity as to why I'm here speaking on it....

I obviously can't talk to you about library policy; you know more about it than I do and I wouldn't want to pretend to usurp a field in which you're obviously better qualified. Maybe all I can talk about is the way in which a politician views the problems of libraries and the priorities of libraries. To the extent that I am able to reflect some of my own thinking and that of other political people I know, I may give you some insight into your own concerns about how you make libraries a political priority. My talk may give you some feeling about the kind of atmosphere and the currents you have to swim in to obtain the kind of objectives that your membership and association are obviously very anxious about.

...The fact is that people who believed for a long time they were immune from the normal necessities of engaging in the front-line combat of political lobby/interest/pressure group activities have found in recent years that if they are going to survive and maintain the strength they have, they have to get into those trenches....

The political group, both administrative and elected, have now entered into what I would like to call an era of "political machismo" where it's now "get tough, retrench, restrain, stop all this nonsense" regardless of which party label one carries.... Now we are in an era where the politician in order to defend his or her right or left flank must protest loudly and voluminously to his constituents that he is not a spender.... So for groups that are particularly engaged in dealing in the area of human services, times are tough. ... Now the pendulum has swung backwards and the political debate now centers not on how good is life but how little do we spend and that is the standard by which we are measuring political performance these days.

So if you are in the kind of business, occupation, profession that you are in, then I would say that it is a time for obviously considering what kind of priority you provide and I'm sure you know in your own minds that it is a priority. The question is: how do you make those who are making decisions feel the same way.

...I think it is important ... to ask yourself some of these questions. First, is the present trend we are experiencing one that as private citizens you are going to go along with (with the only exception that you are prepared to defend libraries) or whether, in fact, you are going to have to make a choice, as private citizens not as librarians, and that is to fight the present trend of political machismo that is taking place.

That's the fundamental choice you have to make because I find that people have an enormous capacity for duplicity, to be able to divide themselves into their roles qua librarian which says more libraries are good in this province and then as a private citizen say "but we had better not spend any more money on education or health"....

If as an association you feel compelled (as I guess you have in terms of the Libraries in Crisis committee that was formed a year or so ago and attempts were made to make presentations in the legislature) to get in the front lines of political activity, you had better realize that the atmosphere is a pretty hostile one right now and that if you are going to fight it you had better find some allies. The alliances have to be formed with those people and professions and activities which are facing a similar kind of retrenchment that your association is facing (or rather lack of recognition) and that there has to be a coming together at some point....

There has to be a very distinct reorganization of asking what are the priorities in a province like Manitoba because the way we are going now there is no real set of priorities when it comes to the encouragement and stimulation of those services and activities which promote human growth and development. There is no policy in the arts; there used to be one in education--I don't think there is one anymore.... We are simply into an ad hoc, catch can, who picks up the brass ring before the others and it really is a case of divide and conquer. If you've got a hundred groups all chasing after the holy grail, then it means that you come in competition with one another. You let the politicians off the hook because then the politicians and administrators can simply stand as the grand arbitrators ... and just decide which one gets the blessing. You are being forced into a somewhat nasty, highly competitive game....

That would be one point that I would pose to you--to take a look at the political atmosphere in which you are surviving and start making some choices on that basis not just as it pertains specifically to libraries, but how does it pertain to the basic question of what is the responsibility of government in supporting highways and economic investments versus supporting schools and books. I don't think that question has really been posed yet very effectively in this province. I don't think it's been posed in this country really because the signs are certainly very much around us that when it comes time to cut the budget, it's not the Manitoba Development Corporation that gets cut. It's the education budget. When it comes time for the federal government to cut its budget, it's information Canada that gets cut not the Defence Department.

The fact is that there is a political agenda which has primary and then secondary items on it and I don't have to tell the members of this group that you are not on that primary list.

I think it is that question which is number one that you have to answer and I think another one is also to take a look at where political dollars go in terms of priorities. I've been intrigued as I've read the briefs

and submissions put forward by different groups in the human development field that they are somewhat self-conscious in doing it. They are almost shamed in suggesting that they should be having an extra million and a half to get a regional library system. What they never do (and I guess maybe it's a trick of the trade) is to compare the one and a half million dollars that you are asking for to get a regional library system going with the \$12 to \$15 million budget estimate of the Manitoba Telephone System to establish a cable system for rural Manitoba. Now that is a choice that is being made by the Manitoba government. They feel that it is more of a priority to introduce cable systems into rural areas than to introduce a regional library system. I've never seen anyone point out the contrast that if you have a case to be made about what is preferable (if there is a limited number of dollars) you should be challenging some of those other priorities. I think certainly in this day and age I'm prepared to make a case.... (and I know some of you are because I've talked to you) about the relevancy of nine channels on television versus the opportunity to have an information/library resource in a rural area or in a small community. And yet that is the priority which is, in effect, displacing your own.

So I think you should take a couple of hard looks at where the money is going in areas which are in direct competition with yours and ask, is it of primary importance in the life of children in Manitoba that they have an opportunity to view four or five additional American channels so that they can upgrade their exposure to violence by a multiple of five versus having a library in a small town that has an ability to turn over books about every three or four months as they do in Saskatchewan....

...it is not enough for you to come to me or to the guys in the house and say we think in isolation we should have this money for a provincial library system. You also have to ask the question, what is it preferable to and make your case about what service is being provided and who is going to benefit from it. If the argument (as I have heard it and read it in your briefs) is the necessity to have a regional system as part of the whole stay-option concept to make sure there is a degree of equality between regions and between people in the province, then you have to decide, is equality better gained by having a proper library system or by having cable television because that's the choice that is being faced.

So that would be a second point--to take a look at where else the money is going.... I think my own mind is pretty much made up on the issue.... I really think that we have accepted far too easily the argument that the entertainment value of television and radio requires the enormous amount of capital expenditure that is presently being committed in this province and in this country for it in terms of the kind of effect it is having on people. ...

I've always assumed ... that one of the great preconditions for a philosophy of individualism (which is the one I espouse in large part) is the ability to read, and it is a very solitary act--an act of will to do something on your own and to be able almost to communicate with yourself. That's not true in our mass media situation. There's no sense of individualization by being tuned into the electronic network that everyone else is turned into....

If you are asking about allies, who do we get into bed with so that we can make common cause on this issue, it would seem to me that one of the concerns that is beginning to bubble up through the political scene is the fact that a lot of parents are saying that their kids can't read.... I think that looking for a scapegoat, they immediately launch major battles on the school system.... The same parents who are very anxious about the failure of the schools to teach their kid to read are also the same parents who also allow their kid to watch television seven or eight hours a day and they don't see the connection....

I guess I'm suggesting that you broaden out a little bit. Let's take the question of libraries into a little bit wider context and associate it with some of the other kinds of concerns that are beginning to appear in society about the fundamental restrictions, particularly on children, that we are now facing.

I also say, (and I apologize if I inflict some of my own biases on you and if some of you feel I am insulting you) I think that, as a group, librarians, from my own personal experience, have been still too mesmerized by the building--the technology of libraries and not the fact that you are providing a community service.

I read in the paper tonight an interesting footnote to history. The politicians on City Council were in a quandry about what to do with the old William Library and I can recall very vividly four years ago working with a neighbourhood organization called the People's Committee which was operating in that very same area, the Centennial area of the city.

They were a group of residents in that area beginning to try to develop some plans as to what should go on, and had asked our Institute at the University to come in and do some of that planning. One of the things that we found out at that time was that there was a number of kids in that area going to places like Hugh John and Victoria Albert, some of the inner city schools, who used that old library as a refuge, because one of the common denominators in the Inner City is that there are no spacious rooms where someone can go off and read. If you want to read in those places, you have to get out of the house primarily because there's just too many other people in it. If you looked at what was going on in that library.... in some cases the small minority were trying to break out of that horrible syndrome that goes on down there, who were using that library as a place to go, a place to do their homework and a place to thumb through a magazine, a place to let their natural curiosity pull them into reading. One of the strong cases we tried to make with the People's Committee at that time was saying, if they were going to move the William Avenue Library, what are you going to replace it with because you are pulling a valuable community resource out of that area. You are taking away something that can't be replaced; you are taking away, in many cases, one of the last anchors that some of those kids have. I'm not in this way condemning the schools or the home. I'm simply saying that in sheer space terms they didn't have any choice.

And I can recall when we were putting up St. Andrew's Place, which is a community building in the Inner City area which has a shopping and health centre in it and some housing, one of the things we tried to get the City interested in what putting in a small library--some carrels where kids could study and some places for some magazines and books. Frankly, we were laughed out of court by City Council and by the administration of the library at that time. I'm being very blunt about it. We were not given very much of a hearing.

And now, four years later, there appears a story in tonight's Tribune saying that City Council doesn't know what to do about the William Avenue Library.... Put a bookmobile in there. But a bookmobile is not what we were talking about at that time. We were talking about a place--something that gave some root and meaning to that community, a community, by the way, which has had everything else ripped out of it.

And that would be an argument I would like to make to you because I think it applies at a very much more universal level.... I represent the Ft. Rouge area.... One of the things that we are fighting very desperately for here is that there are large numbers of people in this area who have had those very self-same community resources torn out.... There is no place if you are a child living on River, Stradbrook, Bryce, whatever, there is no storefront place that becomes your community library in this area. We've got a beautiful, expensive building not far from us, but I don't think it's going to do a hell of a lot of good for the kids across the river or right over here on Hargrave or Smith or Assiniboine. I know it's not going to do any good for them.

...If you are looking about for political constituencies and alliances, you've cut yourself off from a lot of people in that there's a lot of people who might be more inclined and encouraged to support the cause of better libraries in the province if they felt libraries were serving their interests more directly than they now are. Because you're not. Frankly, I don't want to be rude, but you're not. I mean there's a lot of places of places and people who are not being served that way. Now, I know it's not a chicken and egg argument. You can say we're not doing it because we don't have the money. But again, I would go back to the kinds of representations that I've heard and it is to talk about the need for a provincial library system and making sure that that kind of structure is in place. But I would think that that argument has to be as equally accompanied by the corollary argument of saying what happens on the delivery end. Can we start turning these libraries--whether it's in Beloraine, Manitoba or Ft. Rouge in Winnipeg--into a real community resource....

And I would say that one of the other political movements of our time... is the way we recreate our society... by reducing a lot of things back down to a human scale and to the size that is based upon community--neighbourhood portions. And it is that particular argument that has as much relevance in the supply of a basic human service in terms of an information resource in the community as worrying about the provincial-wide system. I'm not arguing against it; I'm saying the two have to be

hooked together....

If you're talking about how do you take the Newsom Report and all its recommendations and do something that is badly needed in terms of libraries, it's not simply a matter of getting into the hallways of the legislature... I think you need a strategy to begin with. You need a good, honest-to-goodness political strategy. By that, I mean that you have to have an understanding of the role that your particular service plays, not only in its individual delivery, but in terms of the alliances and other kinds of companionship activities in the province. You also have to have an understanding of the political mood that is taking place and how you begin getting in on that. Probably it wouldn't hurt for some librarians to get up and say "OK guys, we've got the new library in Winnipeg; we're not going to build any more monuments. That's it; ten year's moratorium on the big stuff. What we're going to do is we're going after the small stuff. We're going after the storefronts on Osborne and in Deloraine. That's where we're going. That's what we want the dough for."

And that means, I think, that you're going to get a different kind of hearing and a different kind of listening, not only from the politicians but from the people who provide politicians which is the people who elect them. ... I think that if I can provide any advice ... it's that like many other organizations you can't fly solo and secondly, you have to have a rationale that speaks to the real interests of a lot of people in the province in terms of what really concerns them....

In conclusion, I think that you do come back to the fundamental basics and that is you are engaged in a service which is a creative one. To my mind, the difference between many of the things that we pay for in the Manitoba legislature like cablevision or bigger computers is that reading is a way in which people grow. It's as simple as that. I think there are increasingly more parents and adults and children concerned about how they are going to grow. That is becoming one of the political issues of our time. We are beginning to stagnate to a large degree, mentally, intellectually and spiritually, and maybe the reason is that the height of our moral suasion is Kojak....

I think that kind of argument should be made and you shouldn't be embarrassed to make it because I think you've got a lot of people underneath thinking the same thing. So I think the case for libraries goes right back to the one that J.S. Mill argued way back when ... and that is, frankly, if you are going to have a democratic society you have to have people who are literate, not literate just simply in the technical sense, but literate in that they can comprehend and understand and that they can grow. J.S. Mill said that the fundamental basis of a democratic society is a literate society: people who can understand and comprehend the affairs of their state and be able to work with them and therefore, be able to make choices and judgements about those who represent them.... I don't think we have nearly that capacity anymore. I think that not only do you have a responsibility to serve your own professional interests in getting better libraries, you have a somewhat wider interest to serve, a large society called a democratic government.

'CONFERENCE REPORT

"CANADIAN LIBRARIES IN THEIR CHANGING ENVIRONMENT"

The most important aspect of this conference, sponsored by the York University Centre for Continuing Education and held in Toronto on February 24-26, is indicated by the first word of the title. Issues were examined from a Canadian point of view and discussed by some of the most knowledgeable and influential members of the library scene in Canada. In total, eighteen papers were presented under the four broad topics of historical framework, institutional and political framework, the library profession, and the library and its internal and external environments. A second aspect of this conference which makes it of permanent and wide-ranging importance is that the papers presented orally (plus an additional four) are also available in published form. In fact, most discussion followed on from what each contributor had previously written, and thus both conference and book have to be looked at in tandem. As indicated below, the book is available from York University at a cost of eight dollars, and as an overview to what is happening in libraries in Canada, eight dollars could not be better spent.

Manitoba was represented at the conference by five delegates: Dave Jenkinson (who presented a paper on school libraries), Peter Anthony, Pat Wright, Al Ducharme, and Geoff Dixon--the latter two being councillors from the City of Winnipeg. As a personal note, I found it very gratifying to hear the final speaker (David Barry) report in glowing terms on the computerized circulation system at the University of Manitoba Library, which he pointed to as a model of its kind. All-in-all, the conference was three days well spent, and with the additional reading provided by the published material will be a contribution to Canadian libraries of lasting importance.

--Pat Wright
Education Library, University of
Manitoba

Title: Canadian libraries in their changing environment (593 pp.)

Cost: \$8.00

Available from: York University
Centre for Continuing Education
4700 Keele Street
DOWNSVIEW, Ontario M3J 1P3

CONCERNS OF THE MANITOBA LIBRARY ASSOCIATION

1. Of prime concern to the Association is a comprehensive library plan for the province, as has been frequently suggested in numerous reports and surveys. Such a plan would encompass a financial formula which would accommodate large regional systems, encourage the growth of small systems where consolidation is not possible, and provide for equitable service for remote and/or Northern communities.
2. The grant structure for public libraries should be made equitable. Libraries operating under the old grant structure receive \$2,000 per municipality, plus a special grant of 30% of the first \$10,000 raised locally, 10% of the next \$10,000, and 5% of anything in excess of \$20,000. The new grant structure (50% of operating costs up to \$2.00 per capita) benefitted few libraries in 1975. Sixteen public libraries received no benefit under the new system because they did not qualify.
3. The present grant structure does not encourage or accommodate present or potential growth. For example, currently Portage la Prairie, which has one municipal library, receives a provincial operating grant of approximately \$25,000. The municipality is considering establishing a regional library. However, under the present grant structure, in the year of formation the resulting regional library would receive an operating grant of only \$10,000, resulting in a loss of approximately \$15,000. Thus, the Act does not provide for orderly growth from a municipal to a regional library.
4. The Manitoba Library Association has spent over \$1,000 in preparing a Union List of Serials for the province of Manitoba. Such a list will be invaluable for purposes of inter-library loan and resource rationalization throughout the province, and requires further funding before printing can be undertaken.
5. The Public Library Advisory Board, as outlined in the Public Libraries Act, has been moribund for seven years, and should be reactivated, with new guidelines.
6. M.L.A. is concerned that Public Library Services is inadequately financed and staffed, as exemplified by there being only one consultant for the whole province, and by the Extension Division having a library collection of only .5 books per head of population.
7. Guidelines do not exist, at present, for the development of joint school-public libraries, and such development should not continue to occur on an ad-hoc basis.
8. There is lack of opportunity for continuing education in the field of librarianship, both professional and para-professional, particularly in rural areas.
9. Development of special library services to the physically and culturally deprived is urgently required.
10. M.L.A. is concerned that the University of Manitoba has not given

sufficient priority to development of the university library system. In addition to serving the immediate academic community, the university serves as a net lender of resource materials to many other libraries throughout the province.

EDITORS NOTE: This list of concerns was presented by Pat Wright, President of MLA at the joint meeting of MLA, MSLA, MALT and MLTA held in Portage la Prairie on January 21, 1977.

IS THIS IN YOUR LIBRARY?

- American Indian Libraries Newsletter. Free. Subscription requests to: Jean E. Coleman, Director, ALA Office for Library Service to the Underserved, 50 E. Huron Street, Chicago, Illinois 60611.
- Beckman Associates. Toronto Public Library Management Study. June, 1975. \$7.00. Available from: Toronto Public Library Publicity Office, 40 Orchard View Blvd., Toronto, Ontario M4R 1B9.
- C.A.L.L. (Current Awareness-Library Literature). \$25.00 per year. Available from: Goldstein Associates, 35 Whittemore Road, Framingham, Maryland 01701.
- Canadian-American Review of Hungarian Studies. \$8.00. Semi-annual. Available from: Hungarian Reader's Service, 908 - 1356 Meadowlands Drive E., Ottawa, Ontario.
- Makara. \$6.00 per year. Bi-monthly. Available from: Pacific Women's Graphic Arts Cooperation Association, 1011 Commercial Drive, Vancouver, B.C. V5L 3X1. It is a magazine that blends fantasy, fiction and practical matters. Has a regular section called "Oh Canada", a collection of comments and oddments from our past."
- Photographer. (Formerly the BC Photographer). \$5.00 per year. Quarterly. Available from: Photographer, Box 24954, Postal Station C, Vancouver, B.C. V5T 4G3. An anthology of photos and commentary. Issues centre around themes and include portfolios of works by single artists. Reproductions are in black & white only.
- Room of One's Own. \$5.00 per year. Quarterly. Available from: Growing Room Collective, 2520 Prince Albert Street, Vancouver, B.C. V5T 3X1. Subtitled: A Journal of literature and criticism.
- Staff Performance Evaluation Program at the McGill University Libraries: a Program Description of a Goals-Based Performance Evaluation Process with Accompanying Supervisor's Manual. \$7.00. Prepaid. Available from: Office of University Library Management Studies, Association of Research Libraries, 1527 New Hampshire Avenue N.W., Washington, D.C. 20036.

NEWS FROM LIBRARY ASSOCIATIONS IN MANITOBA

MANITOBA ASSOCIATE OF LIBRARY TECHNICIANS
Box 1872, Winnipeg, Manitoba, R3C 3R1

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MLTA EXECUTIVE 1977

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	Margaret Burnett Box 178 Carman, Man. R0G 0J0	745-2457
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	Mr. R. Bailey 384 Royal Ave. Winnipeg R2V 1J4	334-2518
Publicity Chairperson:	Iris Loewen Box 1201 Morden, Man. R0G 1J0	822-3998

IDEAS

The Library in Littleton, Colorado has developed a community information program, and is offering to share its expertise with other libraries. The program includes a local resources directory, a list of speakers, a directory of buildings with meeting rooms, and a list of businesses that offer tours. Write Jodi Perlman, Edwin A. Bemis Public Library, 6014 South Dakota, Littleton, Colorado 80120.

INTERLIBRARY LOAN - WILL IT SURVIVE?

by

BARBARA CARSTENS

"Whither Interlibrary Loan" is the title of an article by David Kaser which appeared in the September, 1972 issue of College and Research Libraries (pp. 308-400). The article may be over four years old, but the question is more to the point today than it has ever been before. Within the past year in Canada, the University of Toronto, the University of British Columbia, Guelph University, McMaster University, the Metropolitan Toronto Public Library, and the Arctic Institute of North America have all implemented charges (ranging from \$8.00 to \$2.00 per request) to any library wishing to borrow a book. High charges (\$5.00 to \$8.00 per request) have also been introduced by these libraries for photocopy requests of journal articles. Only McMaster University has changed its mind recently and cancelled its \$8.00 loan/photocopy charge. However, there is now a further rumour that the Canada Institute for Scientific and Technical Information--THE scientific and technical information resource in Canada--is also planning to introduce charges for the loan of a book.

During this same time period, in the United States, the following developments have taken place: (a) Harvard University and Yale University have implemented \$8.00 charges for each book borrowed. (b) Princeton University and Cornell University require other libraries to buy a book of their coupons. Each coupon entitles the borrowing library to one loan--but a book of five coupons costs \$25.00! Cornell, however, has a unique (as far as I know at present) reciprocal borrowing system, whereby they provide a library from whom they borrow, with one of their coupons, thus giving the lending library a free loan.

What are the implications of charging for interlibrary loan? Interlibrary loan is essentially based on two premises: (1) No library, irrespective of the size of its collection, can be totally self-sufficient in meeting the needs of its users. (This is particularly true today with tight budgets and a never-ending flow of publications) (2) The concept of free access to information for those who really need it, when they need it, no matter where they may be located geographically.

Few libraries have budgets that can withstand a charge for each book requested on interlibrary loan, and few libraries have users who are going to be willing to pay such a charge. So libraries try to find other libraries that are not charging. However, as was the case with the University of Minnesota when the University of Toronto and the University of British Columbia began to charge, these libraries find they are flooded with more requests than they can handle. The University of Minnesota solved this problem by announcing that they would refuse to process Canadian requests unless there was a notation on the form that the item was not available in Canada. Thus, the interlibrary loan system and the idea of free access to information for serious researchers breaks down--either due to the high cost, or to the inability of smaller institutions to cope with a tremendous increase in workload. And further, the burden of trying to be self-sufficient, in an age when this is increasingly impossible, falls back on

the individual library.

The large libraries are charging because they want government funding, and because they claim they lend more than they borrow. However, should all other libraries bear the cost of this policy? The fact that institutions such as the University of British Columbia charge everyone else an \$8.00 fee to borrow a book, does not prevent them from turning around and borrowing from the very libraries that they charge. Perhaps these other libraries should start to insist either on a reciprocal loan arrangement, or they should implement a reciprocal \$8.00 loan fee (the Universities of Alberta and Calgary are doing this now). A reciprocal arrangement, such as Cornell University has introduced, is only fair. Otherwise, scholarship at the large institutions goes on unimpeded, while scholarship at the smaller institutions faces a further monetary set-back, in a time of financial cut-backs to research.

What is the solution? Is there any solution? There are no easy answers and no definite solutions. However, I do have a few suggestions that might help. One reason these large libraries say they are charging is that other libraries were automatically going directly to them, rather than going to a closer, smaller institution. This is not fair, agreed. In the November 1976 issue of Feliciter, CLA recommends that the remark, "it has been impossible to locate this item in this region" be added to all out-of-province interlibrary loan requests. Perhaps if all libraries tried within their province first, and added this remark to all other requests, the larger libraries would find their burden lifted considerably.

In addition, the Canadian Library Association's Interlibrary Loan Code states that libraries should screen their borrowing and lending requests and should not ask for current, in-print, moderately priced, North American publications. How many libraries bother? And just what does "moderately priced" mean? Perhaps a current, in-print, North American book could be defined as a \$5.00 or under book which is listed in Canadian or U.S. Books in Print. Libraries should then start checking the price of each book requested, and be firm in telling patrons to buy a book in this category, rather than borrow it on interlibrary loan. After all, it costs at least \$5.00 for two people to attend a movie nowadays, but few people stay home for that reason if they really want to go. Should they, therefore, not be as willing to pay as much for a book they badly need, as they do to go to a movie or out to dinner?

At academic institutions some graduate students are accepted, even though the university's library has little or no material in its collection to support their field of study. These people rely almost exclusively on interlibrary loan for their research. They obviously should be doing their research where the library resources are to be found. Perhaps in such cases, the chief librarian at the appropriate institution should be informed and in turn, the chief librarian could then draw the matter to the attention of the university's president.

Again, it is necessary to promote provincial union lists of serials, and provincial union catalogues, which would serve as local supplements to those at the National Library in Ottawa. These must be established and

MANITOBA LIBRARY ASSOCIATION
 INTER-LIBRARY LOAN SURVEY: TOTAL RESULTS

Compiled by

BARBARA CARSTENS

Questionnaires sent: 100 libraries
 Questionnaires returned: 66 libraries (66%)
 The poorest number of returns came from Special Libraries.

Fiscal Year: January 1 - December 31 26 Libraries (39%)
 April 1 - March 31 15 Libraries (22.7%)

Other:
 May 1 - April 30 1 Library (1.5%)
 June 1 - May 31 1 Library (1.5%)
 No reply 23 Libraries (34.8%)

Question 1: Lender Activity (i.e. when your library lends books or provides photocopies to other libraries)

1. Do you charge other libraries

(a) For loan of a book?

Yes 0 libraries
 No 66 Libraries (100%)

(b) For providing photocopy of an article?

No reply 9 libraries (13.6%)
 No photocopying machine 9 libraries (12.1%)
 Never received a request 5 libraries (7.6%)
 No policy but expects 1 library (1.5%)
 No to charge 26 libraries (39%)
 Yes 17 libraries (25.3%)

Charges vary: 6¢/copy; 10¢/copy; 15¢/copy; 12¢/copy; 25¢/copy; cost of copy; first 10 copies free and then 10¢/copy; \$1.00 minimum plus 10¢/copy; \$1.00 minimum for up to 10 copies and 10¢/copy after 10 copies.

2. How many books did you lend to other libraries in the following years?

	1973	1974	1975
0	(66.8%) 44 libraries	(57.6%) 36 libraries	(36.4%) 24 libraries
1-20	(21.2%) 14 libraries	(19.7%) 13 libraries	(36.4%) 24 libraries
20-100	(4.5%) 3 libraries	(10.6%) 7 libraries	(12.1%) 8 libraries
100-500	(6.0%) 4 libraries	(6.0%) 4 libraries	(9.1%) 6 libraries
500+	(1.5%) 1 library	(6.0%) 4 libraries	(6.0%) 4 libraries

maintained at some central clearing house in each province. Only by such tools can a library in one part of the province find out for its patron, if the item he wants is available in another part of the province. Without them, no library can find out what its closest neighbour has in its collection. Yet, such tools require co-operation and money to implement and maintain. Perhaps all libraries in a province should start a campaign through their provincial library associations for government and private funding for the establishment and maintenance of a union catalogue and union list of serials. These are merely some of the practical ideas which could be implemented and which could put the interlibrary loan system back on more solid ground.

Some sort of interlibrary co-operation has been in existence since the 17th Century. What has existed has not been perfect, and certainly improvements and elimination of abuse of the interlibrary loan network are needed. However, if the present trend continues, and especially if what was formerly called Canada's "National Science Library" begins to charge for loans (thus putting the nation's largest collection of science material out of reach of many potential users), in another four years library school students won't be looking at an article entitled, "Whither Interlibrary Loan?". Instead, they will be reading an article on the demise of interlibrary loan as a national/international concept, and the question Dr. Samuel Rothstein asked as part of his talk, "Right Road; Wrong Turn", at the University of Manitoba last May--"Is cooperation among libraries a false hope?"--will have been answered with a resounding "Yes".

--Barbara Carstens is Interlibrary Loans Librarian, University of Manitoba, Winnipeg.

IDEAS

Hektoen, Faith H. and Jeanne R. Rinehart, eds. Toys to Go: a guide to the use of realia in public libraries. Chicago, ALA, 1976. 24 p. \$2.50 paper. ISBN 0-8389-3186-3.

"Created by a group of children's librarians in Connecticut who recognized the relation of the public library to early childhood education, this work tells how the physical, social, mental, and emotional growth of children may be supported through carefully planned, innovative programs. While use is made of existing programs involving realia, emphasis is on general procedures all public libraries can use. Described are criteria for selection, acquisition, processing, storing, and circulation of realia. Community relations and budgets are also covered." --American Libraries 7 (11): 661, 1976.

3. How many photocopies did you provide to other libraries in the following years?

	1973	1974	1975
0	(87.9%) 58 libraries (81.9%) 54 libraries (62.1%) 41 libraries		
1-50	(4.5%) 3 libraries (7.6%) 5 libraries (21.2%) 14 libraries		
50-200	(1.5%) 1 library (3.0%) 2 libraries (9.1%) 6 libraries		
200-500	(3.0%) 2 libraries (1.5%) 1 library (1.5%) 1 library		
500-1000	(1.5%) 1 library (3.0%) 2 libraries (3.0%) 2 libraries		
1000+	(1.5%) 1 library (3.0%) 2 libraries (3.0%) 2 libraries		

4. How much of your lending activity is done within Manitoba during one year?

No records	3 libraries (4.5%)
No lending activity	10 libraries (15.1%)
No response	1 library (1.5%)
0%	4 libraries (6.0%)
25%	4 libraries (6.0%)
50%	1 library (1.5%)
75%	12 libraries (18.1%)
100%	31 libraries (46.9%)

5. Will you lend books that are listed in Books in Print?

Entire collection non-circulating	2 libraries (3.0%)
No books in its collection	1 library (1.5%)
No response	5 libraries (7.5%)
No policy	2 libraries (3.0%)
Yes	40 libraries (60.6%)
No	7 libraries (10.6%)
Sometimes	9 libraries (13.6%)

Question II: Borrowing Activity (i.e. when your library borrows books or obtains photocopies from other libraries.)

1. How many books did you borrow from other libraries in the following years?

	1973	1974	1975
0	(63.6%) 42 libraries (45.4%) 30 libraries (36.3%) 24 libraries		
1-20	(15.1%) 10 libraries (19.7%) 13 libraries (10.7%) 7 libraries		
20-100	(13.6%) 9 libraries (18.1%) 12 libraries (27.2%) 16 libraries		
100-500	(3.0%) 2 libraries (9.0%) 6 libraries (18.1%) 12 libraries		
500+	(4.5%) 3 libraries (7.6%) 5 libraries (7.6%) 5 libraries		

2. How many photocopies did you obtain from other libraries in the following years?

	1973	1974	1975
0	(60.3%) 57 libraries (75.3%) 50 libraries (45.4%) 30 libraries		

	1973	1974	1975
1-50	(4.5%) 3 libraries (13.6%) 9 libraries (36.4%) 24 libraries		
50-200	(6.0%) 4 libraries (3.0%) 2 libraries (7.6%) 5 libraries		
200-500	(0%) 0 libraries (1.5%) 1 library (4.5%) 3 libraries		
500-1000	(1.5%) 1 library (4.5%) 3 libraries (3.0%) 2 libraries		
1000+	(1.5%) 1 library (1.5%) 1 library (3.0%) 2 libraries		

3. How much of your borrowing activity is done within Manitoba?

0%	1 library (1.5%)
25%	10 libraries (15%)
50%	7 libraries (10.6%)
75%	9 libraries (13.6%)
100%	25 libraries (37.8%)
No reply	6 libraries (9.1%)
No records or no activity	3 libraries (4.5%)

4. Which of the following libraries in Manitoba do you borrow from most often? (*)

Not applicable - no activity	5 libraries (7.6%)
No reply	3 libraries (4.5%)
University of Manitoba libraries	24 libraries (36.4%)
Extension Library (**)	22 libraries (33.3%)
Winnipeg Public Library	11 libraries (16.7%)
University of Winnipeg Library	1 library (1.5%)
Brandon University Library	1 library (1.5%)

(*) 1 library ranked Winnipeg Public Library equally with University of Manitoba libraries as its most heavily used library.

(**) In effect, this is a boost to the University of Manitoba libraries and to some extent to the Winnipeg Public Library, as much of Extension's lending is drawn from material located in these two collections.

5. What do you do when another library charges your library for photocopying?

Not applicable- No ILL activity	4 libraries (6.1%)
No reply	17 libraries (25.7%)
Do you absorb the cost? (*):	
Yes	26 libraries (39.4%)
Pass all costs on to your patron or to his department	17 libraries (25.8%)
Another procedure: The library absorbs the cost up to a set sum. If costs exceed this sum, the total amount is then charged to the user or to his department	2 libraries (3.0%)

(*) University of Manitoba policy varies from library to library.

6. Recently several libraries have begun to charge from \$5.00 and up to borrow a book. What do you do when another library charges your library for the loan of a book?

- no ILL activity 5 libraries (7.6%)
- no reply 4 libraries (6.1%)
- no policy as situation never encountered 14 libraries (21.2%)
- do not use the libraries that charge at all 18 libraries (27.2%)
- cancel the request 1 library (1.5%)
- use the libraries and your library absorbs the charges 7 libraries (10.7%)
- use the libraries and your library absorbs the charges only if the book cannot be obtained from a library that does not charge 3 libraries (4.5%)
- use the library and make your patron or his department pay the charges 12 libraries (18.2%)
- use the libraries and make your patron or his department pay the charge only if the book cannot be obtained from a library which does not charge 2 libraries (3.0%)

Conclusions

39% of the libraries that replied follow a calendar year of January 1 to December 31. 23% of the libraries that replied follow a calendar year of April 1 to March 31. This means that the "year" referred to in the statistics report is not necessarily the same.

(a) Lending Activity: In Manitoba at present none of the libraries that replied to MLA's questionnaire charge for the loan of a book. Approximately 40% of the libraries that replied to the questionnaire have no charge for photocopying. Of the 26% that do charge, the amount charged varies considerably.

In Manitoba, interlibrary lending is on the increase and/or better records are being kept. Whereas in 1973, 67% of the responding libraries reported no activity or no records kept, by 1975 this had dropped to 36%. There is also an increase in activity/record keeping for the provision of photocopy as an alternative to loan for the same time period indicated by a drop from 63% in 1973 to 62% in 1975.

61% of the responding libraries will unconditionally loan books listed in books in print. 14% will lend such items if certain conditions (e.g. if the book costs over \$15.) are met. 65% of the responding libraries indicate from 75% to 100% of their lending activity is done within Manitoba.

(b) Borrowing Activity: This too has shown an increase and/or more accurate records are being kept. In 1973, 64% of the reporting libraries had no records or no activity--by 1975 only 36% remained in this category.

The number of books borrowed by Manitoba libraries has also increased annually. The number of photocopies obtained on interlibrary loan has also increased from 14% of the responding libraries in 1973 reporting activity in this category to 53% in 1975. Over half of the interlibrary borrowing reported is also carried on within Manitoba.

The University of Manitoba libraries and the Extension library are the net lenders for the Province.

(c) General: Special libraries in Manitoba tend to borrow more than they lend on interlibrary loan. About 50% of their borrowing activity is done within Manitoba. Of the 5 libraries listed, they borrowed most frequently from the University of Manitoba. Most of them absorb the costs of photocopying when they borrow and most will try to avoid the libraries that charge.

None of these libraries charge to lend a book and most do not charge for photocopying. 50% of their lending is done within Manitoba and 50% of them freely loan books in print.

The fiscal year of most public libraries is January 1 to December 31. No public library in Manitoba charges for the loan of a book. Of the libraries that indicated they provide photocopies, 50% charge, and that is primarily the cost of the copying. Almost all the lending is within Manitoba and public libraries lend freely from books in print. Borrowing is on the increase, but there is little demand for photocopies by public libraries. Most of their borrowing is done in Manitoba. The Extension library is the most heavily used library by public libraries. But as their collection is drawn from: University of Manitoba; Winnipeg Public Library; and the University of Winnipeg, this really means a heavier demand on these libraries.

COMING EVENTS!

May 27-29, 1977. Manitoba Library Association Spring Meeting, Elkhorn Ranch, Wasagamung, Riding Mountain National Park.

June 10-14, 1977. Canadian Library Association Annual Conference, Montreal, Quebec.

September 16-18, 1977. Manitoba Library Association Annual General Meeting, Whiteshell Nuclear Research Establishment, Pinawa, Manitoba.

ALTERNATIVE LIBRARY PUBLICATIONS

- * ALA/SRRRT newsletter. SRRRT Clearinghouse, 60 Remsen St. (Apt. 10E), Brooklyn, NY 11201. bimonthly. \$5 p.a./ALA members, \$3/non-ALA, \$20 institutions. Back-issues \$1.00.
- "vital information concerning ALA Social Responsibilities Round Table activities, publications, and other materials related to social change in libraries... Fold-out...format gives this carrier of good tidings a really different look."
- * Acorn growth: resources on sexism in library materials for children and young adults. Rita Koff, 48 Sunset Ave., Venice, CA 90291 3 nos. yearly (Oct., March, June), \$1 p.a.
- * Alternatives in print: catalog of social change publications. Compiled by the ALA/SRRRT Task Force on Alternatives in Print. 1976-76 edition. Glide Publications, 330 Ellis St., San Francisco, CA 94102. 1975. 346 pages. paperbound. \$8.95 + 50¢ postage/handling.
- "Classifies and cross-references over 1500 publishers/groups and more than 25,000 multi-media materials issued in the United States, Canada, and Europe. A wealth of resources for librarians, educators, booksellers, and concerned citizens...Get a copy for acquisitions, for reference, for yourself--let the sun shine in!"
- * Booklegger Press. 555-29th St., San Francisco, CA 94131. Booklegger magazine. 1973. quarterly. \$8 p.a.; single issues @ \$2.00.
- "A positively unique piece of library lit., this anarchist-feminist magazine bursts its pages with hard-packed bibliographies, stimulating articles, and lots of fun...Can be counted on for reviews of some of the great mass of small press unreviewed materials, new ideas for Young Adult and kids' stuff, and a peep at the media. Nothing finer."
- Women's films in print: an annotated guide to 800 16 mm films by women. Compiled by Bonnie Dawson. 1975. 165 pages. paperbound. \$4.00 plus 50¢ postage/handling.
- "An astounding job of researching and documenting the history of women filmmakers and a guarantee that these films will not be lost."
- Positive images: a guide to non-sexist films for young people. By Linda Arret and Susan Wengraf. 1976. 167 pages. paperbound. \$5 plus 50¢ postage and handling.
- "Candid, thoughtful evaluations by feminists... Essential as a programming tool and buying guide." Also includes entries for videotapes, filmstrips, slide shows, and photographs.
- * Council on Interracial Books for Children. Room 300, 1841 Broadway, New York, NY 10023.
- "Interracial books for children bulletin. 1966. 8 nos. yearly. \$10 p.a./individuals, \$15/institutions, \$5/students. Two-year rates: \$18/individuals, \$25/institutions.

"Features incisive analyses of defamatory stereotyping and blatant omission in textbooks and juvenile trade titles, energetically promotes authentic minority-group publishing, and abounds with otherwise hard-to-find data on pertinent resource groups and materials...."

Human--and anti-human--values in children's books: a content rating instrument for educators and concerned parents. 1976. 280 pages. \$14.95 cloth, \$7.95 paperbound.

"238 books published in 1975 are examined for sexism, racism, materialism, elitism, individualism, conformism, escapism, and ageism--as well as for cultural authenticity and effect on the self-image of female and/or minority children... Introductory essay defines the criteria...."

Racism in the English language. By Robert B. Moore. 1976. 23 pages. paperbound. \$2.00

Two history texts: a study in contrasts. By Robert B. Morre. 21 pages. \$1.50

Sexism and racism in popular basal readers, 1964-1976. Bases upon a 1973 report by the Baltimore Feminist Project, with a 1975 postscript by Mary Jane Lupton and an Afterword by the Racism and Sexism Resource Center for Educators. 1976. 43 pages. paperbound \$2.50.

Racism in career education materials: how to detect it and how to counter-act its effects in the classroom. 1975. 32 pages. paperbound \$2.50.

Fact sheets, brochures, bookmarks, lesson plans: Write for complete 1976/77 catalog.

Emergency Librarian. B. Clubb, 697 Wellington Crescent, Winnipeg, Manitoba, Canada R3M 0A7. 1973. bimonthly. Individuals: \$9 p.a./American, \$7/Canadian; students: \$3; Institutions: \$10; International: \$12. Microfiche back-issues available from McLaren Micropublishing, Box 972, Station F, Toronto, Ontario, Canada M4Y 2N9.

"A pleasure to read, a source of much practical info, a spirited, aggressive vehicle for alternative librarianship..."

Gay bibliography. Compiled by ALA/SRRRT Task Force on Gay Liberation. 5th edition. Barbara Gittings, P.O. Box 2383, Philadelphia, PA 19103. 1975. 8 pages. 25¢ single copy, \$1/5 copies. Inquire re bulk rates.

"200 non-fiction entries: books, articles, pamphlets, periodicals, audio-visuals, bibliographies, and directories."

Supplement. 1976. Free (send stamped, self-addressed envelope).

Also available free: "List of gay books in format for the blind and physically handicapped," "Can young gays find happiness in YA books?" (March '76 WLB reprint), "Gay materials core collection" (July 1976).

Hennepin County Library cataloging bulletin. Secretary, Technical Services Division, Hennepin County Library, 7001 York Ave. S., Edina, MN 55435. 1975. bimonthly. \$12 p.a./institutions, \$6/individuals. Two-year rates: \$20/institutions, \$10/individuals. Back-issues @ \$1.50. Indexes: nos. 1-10 (\$3), 11-20 (\$2.)

"Various reports new or altered HCL cross-references, format-rules, DDC-numbers, and subject headings, citing authorities, precedents, and applications; relates cataloging to total library service and the 'real world'; involves both readers and HCL staff in the cataloging process; and provides a genuinely open forum for cataloging-related ideas, innovations, criticism, and even muck-raking... A highly readable magazine, as awaited for in libraryland as Mary Hartman's latest adventure..."

* Inside/outside: a newsletter on library services to youth and adults in prisons, jails, and detention centers. P.O. Box 9085, Berkeley, CA 94709. quarterly. \$2.50 p.a. (prepaid), \$3 (billed)..

"A means of communication and information exchange among anyone (even EVERYONE!) working and/or interested in library service to prisoners of any age, shape, classification, or persuasion. This not only includes librarians, but also volunteers, students, publishers, community groups and individuals, administrators, and, of course, people in prison themselves. The whole thing's done with commitment, verve, and expertise."

* Sipapu: a newsletter for librarians, editors, collectors, and others interested in third world studies, the counter-culture, the alternative and independent presses. Noel Beattie, Route 1, Box 216, Winters, CA 95694. 1970. semiannual. \$2 p.a.; free to exchange papers, library school students and prisoners.

"Publishes news of conferences, selected book and periodical reviews, and above all interviews with people in the small/alternative press scene (e.g., Dustbooks' Len Fulton, feminist underground cartoonist Lee Marrs, and librarian/ COSMEPer Jackle Eubanks)."

* Little varies. P.O. Box 704, Chapel Hill, NC 27514. 1973. bi-monthly. \$5 p.a. (calendar year basis only). Back numbers @ \$3/volume or \$1/issue.

"This 'serial to end all serial title changes' somehow manages to combine both wit and seriousness in a perfect blend. Its aim... is altogether admirable. And the style is, quite simply, delightful."

* UN**A*B*A*S**H*E*D Librarian. G.P.O. Box 2631, New York, NY 10001.

Unabashed Librarian: the "how I run my library good" letter. 1971. quarterly. \$10 p.a./U.S., \$11/International. Back-issues @ \$2.50 plus \$1 foreign postage.

"Ingenious roundup of ideas for improving service and saving time, money, and tempers... A gold mine, it also includes very useful bibliographies as well as art and editor Marvin Scilken's sense of humor."

GO, PEP, AND POP! 250 tested ideas for lively libraries. By Virginia Beckler and Linda Larson. 1976. 72 pages. paperbound. \$3.50 (prepaid), \$4.50 (billed)

"All libraries will benefit from these imaginative low-cost/no-cost ideas. Written by two who practice what they preach, it's a joyous combination of the possible and the improvable."

* Women in libraries: newsletter of the ALA/SRRIT Task Force on Women. Kay Cassell, Bethlehem Terrace (Apt. H-181), Slingerlands, NY 12159. 5 nos. yearly (Sept.-June). \$3 p.a./individuals, \$5/institutions.

"News of past, present, and future TFW programs, plus lots of notes on women's literature hot off the presses... A quick and easy way to keep up to date on new publications and TFW progress."

* Women Library Workers. 555 - 29th St., San Francisco, CA 94131.

Newsletter. 1975. bimonthly. \$3-10 p.a./MLW members, \$5/institutions and non-members.

"Lets MLW members stay in touch with what other chapters are up to as well as providing a forum for discussion of MLW's philosophy and organizing program... A simpatico way to get the news."

SHARE: a directory of feminist library workers. 2d edition. 1976. paperbound. \$2(prepaid), \$2.50 (billed).

Geographic arrangement, with name and subject indexes.

* Young adult alternative newsletter. Carol Starr, 37167 Mission Boulevard, Fremont, CA 94536. 1973. 5 nos. yearly. \$4 p.a. (prepaid), \$4.50 (billed).

"YAAN has definitely got that 'special something,' a distinct personality plus a helluva lot of nitty-gritty info and ideas. A bevy of correspondents tell what's going down, YA-wise, in their own coast-to-coast bailiwicks. And there's a marvelous plenitude of acquisitions-data, inventive suggestions, and CSD/YASD news... Exuberant, hip and practical."

SOURCES:

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"Libraries as a feminist resource," New woman's survival sourcebook (Knopf, 1975), p. 158-59.

Beattie, Noel: "Sipapu: tunnel between two worlds," in Revolutionary Librarians (Booklegger Press, 1972), p. 133-36.

West, Celaste: "The library free press," Booklegger magazine, v. 1, no. 2 (Jan./Feb. 1974), p. 24.

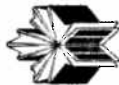
Whitney, Gail: "Update on little library and library-related serials," American Libraries, Nov. 1975, p. 613-14.

Yaffe, Phyllis: "A free press in our lifetimes," Emergency Librarian, v. 4 no. 1 (Sept./Oct. 1976), p. 27-8.

EDITORS NOTE:

For more copies of this list or for more information contact:

Sandy Berman, Coordinator
ALA/SRRRT Task Force on Alternative Publications
c/o Technical Services Division
Hennepin County Library
7001 York Avenue South
EDINA, MN 55435



CANADIAN LIBRARY ASSOCIATION CODE OF ETHICS

Members of the Canadian Library Association have the individual and collective responsibility to

- 1) Support and implement the principles and practices embodied in the current Canadian Library Association Statement on Intellectual Freedom;
- 2) Make every effort to promote and maintain the highest possible range and standards of library service to all segments of Canadian society;
- 3) Facilitate access to any or all sources of information which may be of assistance to library users;
- 4) Protect the privacy and dignity of library users and staff.

Passed by the Annual General Meeting of
the Canadian Library Association at
Halifax, 13 June 1976



SCHOOL OF LIBRARY SCIENCE

THE UNIVERSITY OF ALBERTA
EDMONTON, CANADA
T6G 2E1

FACULTY OF LIBRARY SCIENCE
The University of Alberta

Practicum Program

With the introduction of the MLS program in the fall of 1976, the Faculty of Library Science now requires a work experience program, known as Practicum, during the three weeks immediately after the first year of course work (April 18 to May 6 for 1977). At this stage in the program, the students have studied general management principles, basic technical services, reference services, a type of library administration, research and systems analysis, and at least one other materials course. The purpose of the Practicum is to

- a) Provide practical work experience as a component of professional library education, a concern strongly endorsed by practicing librarians in the prairie provinces;
- b) Provide an opportunity for students to test and to reinforce their academic learning in a beginning professional context that permits evaluation of themselves and of the profession;
- c) Provide the Faculty of Library Science with an additional assessment of professional potential.

A Practicum Committee, with the assistance of an Advisory Committee of local librarians has worked out a framework for the Practicum and established general guidelines. The process of placing 27 students, based on their stated preferences, commences in January.

The Faculty will much appreciate the willingness of all librarians to assist this program by accepting the students and by providing them with the kinds of experiences that will acquaint them with the day to day practice of librarianship.

The Committee will be glad to provide additional information and a copy of the guidelines upon request.

J.G. Wright, Co-ordinator
S. Bertram
A. Wright

CONTINUING EDUCATION

CANADIAN LIBRARIAN ASSOCIATION. ANNUAL CONFERENCE. June 9 - 15, 1977.

1,500 librarians from across Canada are expected to converge on Montreal in June to attend the 32nd annual conference of the Canadian Library Association. To be held at the Queen Elizabeth Hotel from June 9 to June 15, the conference will focus on the theme of "Increasing Library Effectiveness," as delegates meet in plenary sessions, seminars and workshops to discuss ways of improving library service in Canada within the constraints of a shrinking library dollar. Requests for registration forms and further information should be addressed to: Conference 77, Canadian Library Association, 151 Sparks Street, OTTAWA, Ontario K1P 5E3

INTERNATIONAL FEDERATION OF LIBRARY ASSOCIATIONS AND INSTITUTIONS. CONFERENCE. September 5 - 10, 1977.

A world congress of librarians and others interested in libraries is being held in Brussels September 5 to 10 to celebrate the 50th Anniversary of the International Federation of Library Associations and Institutions. The theme is: Libraries for all: One world of information culture and learning. There will be professional meetings, social events and excursions. Participants under 30 pay only half the registration fee of \$88. In addition to hotels, rooms at \$9.00 per night will be available at Brussels University. Registration includes a 50% reduction on train journeys in Belgium. Air Canada is preparing a packet of information about various types of fares. At present for a trip of 22 days or more the most flexible and reasonable fare appears to be charter class Mirabel - Paris return for \$306. For further information write to: Hilda Gifford, Library Room 214, Carleton University, Ottawa, K1S 5B6.

FIFTH EUROPEAN LIBRARY SUMMER SEMINAR. September 14 - 22, 1977.

The Department of Library and Information Studies, Liverpool Polytechnic, will be holding its Fifth European Library Summer Seminar from 14 - 22 July 1977 on the theme "Access to Information". Mr. Peter Galliner, Director of the International Press Institute, London, will deliver the keynote address—"The Press and the Right to Know."

Other speakers from Europe and USA will cover the following topics: UNISIST; NATIS; EURONET; Copyright; Information and the Public Library; The Neighbourhood Information Network; On-Line Information Systems; Indexing Languages; National Bibliographical Services: present and future; Audio-visual Materials: bibliographical control and dissemination of information; Educating the Users: University Libraries; Educating the Users: School and Public Libraries; The Information Industry; Microforms; state of the art; Television and information.

The seminar will be fully residential at a pleasant campus on the south side of the city. Visits to libraries and other places of interest will be arranged. The fee for the seminar, including accommodation, will be £ 120. All enquiries to: W. H. Snape, Head of Department, Library and Information Studies, Liverpool Polytechnic, Tithebarn Street, LIVERPOOL, England, L2 2ER.

BOOKS NOTED

A Film Source Book. Compiled by The Manitoba Department of Education, Department of Tourism, Recreation and Cultural Affairs and the Manitoba School Library Audio Visual Association. Winnipeg, 1976.

"The directory brings together in one place a variety of government departments, agencies and companies which either loan or rent films for non-commercial use. Information regarding contact persons, conditions of borrowing, and subject specialities are listed for each entry."

Native Organizations in Manitoba: a list of groups organized by or for Indian and Metis People. Compiled and edited by Louise Stearns and D. Bruce Sealey. Winnipeg, 1976/77. Copies available at \$1.00 each from G.J. Ingeraham, 763 Dowker Ave., Winnipeg, Man., R3T 1R5.

"A useful tool in helping to make Native and non-Native people aware of the services that are presently available in this area."

BARGAINS

Cohen, David, ed. Recommended paperback books for elementary schools. The catalog is arranged by grade-level and includes annotations and complete bibliographic information. \$1.00 per copy, but FREE to schools and libraries requesting it on official stationery. Available from: Book Mail Service, 82-27 164th Street, Jamaica, New York 11432.

800 Books: A Selected List of Books for Canadian Libraries. Write: Canadian Book Information Centre, 70 The Esplanade, Toronto, Ontario M5E 1A6.

The Encyclopaedia Britannica Education Corporation has released its 1976/77 Catalog of Britannica Films and its Catalog of Filmstrips and Other Instructional Materials. Both are FREE from Encyclopaedia Britannica Educational Corp., Instructional and Library Services, 425 North Michigan Avenue, Chicago, Illinois 60611.

Library PR Bibliography. Includes 100 entries arranged by type of libraries and includes a general section on 'Public Relations and the Library'. Available from: Library Administration Division, American Library Association, 50 E. Huron Street, Chicago, Illinois 60611. 13¢ postage requested to accompany the order.

Text of the new U.S. Copyright Law. Send a self-addressed envelope and 13¢ postage to: Managing Editor, EITY Magazine, P.O. Box 565, Ridgefield,

JARVI, Edith. Access to Canadian Government Publications in Canadian Academic and Public Libraries. Ottawa: Canadian Library Association, 1976. 116p. \$12.00.
ISBN 0-88802-113-5. paperback.

Edith Jarvi, Associate Professor, University of Toronto Library School presents in seven short chapters an analysis of her 1973 questionnaire. Useable responses represent fifty-six academic libraries, ninety-seven public libraries, and twenty-four Ontario Community College libraries. Also, visits were made to forty-seven of these institutions.

The emphasis of the report is on how well libraries make government information accessible through collection organization, bibliographical control, shelf arrangements, staffing, microform and promotional techniques.

During the last ten years several questionnaires have been circulated to libraries with substantial government publications collections and published reports followed. Regarding provincial publications, this study does not repeat the comprehensive one made by Paul and Catherine Pross entitled Government Publishing in the Canadian Provinces, 1972. Whereas, the National Library's survey of 1975-76, to be published shortly, will provide a detailed evidence on library's holdings of government publications, this study gives only a general analysis of the various holdings.

Featured in the appendices are excellent sources of major current and retrospective bibliographies of Canadian and provincial government publications arranged chronologically. Select references to articles and books which deal specifically with the various aspects of such collections are listed also. A fairly detailed table of contents and index make this item easy to use.

Most important are the concluding recommendations. Although much progress has been made during the last few years in several areas--improved provincial checklists, centralized provincial bookstores, and CODOC (Cooperative Document System), much work is still required by individuals and organized action groups. This reviewer feels that the recommendation relating to federal government publishing (page 64) should have been stated more strongly by suggesting specific legislation. The Treasury Board has been "dragging its heels" in this area and with the recent closure of the Government bookstores this information becomes vital.

The Canadian Library Association could have put the quality into the binding rather than into the paper which makes up this publication. Twelve dollars is an unreasonable price for a slim paperback! In general, however, the contents would be of interest to librarians involved in organizing government publications collections, reference librarians and library school students.

June Durka, Head, Government Publications Section, Elizabeth Dafoe Library, University of Manitoba

ACROSS THE EDITORS' DESKS

Broderick, Dorothy. Libraries and the rights of children. Emergency Librarian 4 (2): 16-17, 1976.

--Discusses how most public libraries violate the rights of children.

Brown, Barbara E. Update to Canadian Business and Economics: A Guide to Sources of Information. Canadian Library Journal 33 (6): 493-503, 1976.
--An update of a valuable bibliography. Includes new publications and services in the fields of business and economics under 17 subject headings.

Cox, Carl T. Reference books of 1975. Library Journal 101 (8): 965-970, April 15, 1976.

Dargavel, G.J. Sex-role stereotyping and children's librarians. Emergency Librarian 4 (2): 20-23, 1976.
The results of a Canadian study of 260 public libraries concerning

(a) the familiarity of children's librarians with the issues of sexism and sex role stereotyping, (b) the effects, if any, of this knowledge, (c) children's librarians' perceptions of future directions of libraries in relation to this issue.

Dodd, James B. Information brokers. Special Libraries 67 (5/6): 243-250, 1976.

--"Individuals using large libraries provide custom services to business. Photocopies, proxy loans, literature searches are the main services. Legitimacy and purpose of free-lance operators are seriously questioned by some and lauded by others. What are the ethics, obligations, and rights of the libraries, the free-lancers, and their clients?"

Draft guidelines for bibliographic instruction in academic libraries. College & Research Libraries News (11): 301-305, 1976.

--Prepared by the ACRU Bibliographic Instruction Task Force.

Grolier, Eric de. Classification one hundred years after Dewey. Unesco Bulletin for Libraries 30 (6): 320-329, 1976.

--To mark the hundredth anniversary of the Dewey Decimal Classification, the author traces the evolution of this classification scheme and its relationship to the other main encyclopaedic classifications. He also examines the present state of the numerous specialized classifications and their replacement by thesauri, as well as research work in classification and the international organizations which carry it out."

Heilik, James. Canadian On-Line Enquire: making the information explosion more manageable. Canadian Library Journal 33 (6): 505-507, 1976.
--A description of some of the pitfalls in the development of CISTI's CAN/OLE system: cost, complexity and impact. An interesting note: the initiation of CAN/SDI and CAN/OLE served to increase CISTI's interlibrary loan rate by 25 percent.

Holland, Maurita Peterson. Serial cuts v.s. public service: a formula. College & Research Libraries 37 (6): 543-550, 1976.

--"A formula, based on access time, measures the effect of serials budget reduction on public service. It provides librarians with sound justification for major budget cuts."

Horrocks, Norman, ed. ...And gladly teach: aspects of education for librarianship. Wilson Library Bulletin 51 (4): 320-353, 1976.
 --A series of six articles which look at some of the areas of interest and concern in library education today.

Learnont, Carol L. and Richard L. Darling. Placements and salaries 1975: a difficult year. Library Journal 101 (13): 1487-1493, July 1976.

--The survey includes Canada. Surprize! In 1975, the average female salary for starting librarians in Canada was \$12,096, while the equivalent male salary was \$11,472. The equivalent United States figures were: \$10,348 for females and \$10,078 for males. The average overall salary was \$11,937 in Canada and \$10,505 in the United States.

Lynch, Beverly P. The role of middle managers in libraries. Advances in Librarianship 6: 253-277, 1976.

McKibbin, Dorothy. Automation of reserve circulation: a sequel. Canadian Library Journal 33 (6): 509-512, 1976.

--Events at the University of Manitoba's Elizabeth Dafoe Library in the automation of the reserve circulation collection.

Reinbers, Gloria and Jennifer Singh. Third World books for children.

Emergency Librarian 4 (2): 3-13, 1976.

--This highly selective bibliography has been compiled with the intention of introducing children (between the ages of four and twelve) to books written by or about peoples of the Third World, and on subjects that are relevant to these people: books which capture the essence and flavour of lifestyles in the Third World." The authors state clearly their criteria for selection. Areas covered include: Africa, India, People's Republic of China, Vietnam, and the Caribbean.

Rugh, Archie G. Reference standards and reference work: a critique of the new RASD guidelines. 'A commitment to information services'. Library Journal 101 (13): 1497-1500, July 1976.

Van Rie, T. A personal reference retrieval system. Journal of Chemical Information and Computer Sciences 16 (3): 152-153, 1976.

--A computerized reference retrieval system for personal use is described. A programmable calculator is used to store up to 900 literature references, each indexed by up to five abbreviated keywords, on a tape cassette."

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