QUALITY IS NEVER AN ACCIDENT

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First General Session
1987 Annual OLA Conference
Transcribed from tape by Kay Boies

It is a real pleasure to be here and I am going to say, even more than that, it is an exciting pleasure to be here, because I have so many friends in Oklahoma that I could have spent the entire time during your conference having fun talking with them. So, thanks for inviting me. It’s a great thrill to be here.

When you get invited to an important event like this, it is imperative to think about what’s important for the professionals and for the profession and also for the professional organizations. And so, I thought about this very carefully. I have been thinking about this for a long time and I have one pervasive thought on my mind and, that is, leadership.

Strong leadership is imperative for our profession and for our professional organizations. Dynamic leaders are needed who will seek creative solutions to the current issues and then will speak effectively in support of the profession. We need speakers in the legislature, in the city councils. We need leadership.

John Gardner, who is now a noted expert on leadership, has said that our society’s future requires that large numbers of individuals have perspective and a broad comprehension of the problems that we face are [facing] today. The same needs can be identified for the library and information science profession and all of our related professional organizations.

Hundreds of businesses currently have launched these ambitious programs to provide better products and better services, to eliminate waste, and to unlock the creative potential of their employees and to meet the challenges of the competition. And the focus of their campaigns and what they have asserted to be the most important, the top issue of the 1980s, is quality.

And so, I believe that our profession shares that responsibility and we have to put a renewed emphasis on quality. It is vital for our present and our future ability to face the challenges and to achieve our highest aspirations. And, as we approach the 21st century the pursuit of excellence will increasingly emerge as our top strategic issue.

As you note in the program, I chose as the title of my talk, Quality is Never an Accident, and I believe that completely and thoroughly. And so, I would like to explore this morning this idea of how that relates to the issues in our profession. In particular, I would like to focus on the value of leadership and the role that it plays in achieving quality in our profession, in our libraries, and in our services to users.

Our pursuit of excellence is occurring during a time of accelerating change, both in the internal and the external environments and these environments are affecting our professional organizations as well. We must have initiative and creativity to achieve our goals.

Now, the one thing you may not know about me is that I love stories that illustrate points in a talk. But, I have to admit that I love stories that don’t illustrate a thing also. As I was thinking about the points that I wanted to make Continued on page 30
Librarians in Oklahoma, along with librarians across the country, are working in a period of transition. Along with economic challenges, this period of transition is characterized by accelerating changes in the cost and complexity of technology and the changes in the age and lifestyle of all of our users.

Now when I say things like this, it sounds like bad news, but I do have some good news with it. However, I have a story that illustrates this and this just amuses me because it was told to me by a librarian. And she said, "Have you heard the story about the bad news and the very, very bad news?" I hadn't heard that one. It was a story about this fellow who went to the doctor. He thought he had a horrible ailment. He went to the doctor and the doctor tried to diagnose it and the doctor couldn't give him the verdict. So, he said to the patient, "You go home and come back in a week. I'll try to call you before the week is over. If not, come back in and see me." So, the week went by and the patient finally gave up and he came into the doctor's office. And the doctor said, "Well, I have bad news and I have very, very bad news." The patient just held his head and said, "What could this be? You'd better start with the best which is the bad news." So, the doctor said, "Well, the bad news is that you only have twenty-four hours to live." The patient thought, "If this is the bad news, what could the very, very bad news be?" And, the doctor said, "Well, I tried to get you on the phone yesterday and couldn't reach you." So, that's the story of the very, very bad news. I think the library profession is not suffering from anything that's very, very bad news.

The internal environment of our profession is in this period of transition and Tom Galvin who is Executive Director of ALA coined the phrase, "Galvin's first law of institutional dynamics." And, he says, "Given a dynamic external environment, no organization can remain static. It either is expanding or contracting. It is either getting stronger or it is getting weaker. It is either getting better or it is getting worse."

And so, my question to you today is how are we responding to these challenges? How are we insuring that librarians and librarians are getting better and stronger? If we are to become better and stronger, we absolutely have to be persistent. And I have a story that is a perfect illustration of persistence.

It's about this fellow who was desperately trying to be a good speaker. He was so persistent that he joined a toastmaster's club and every time there was an opportunity, he made up his mind to give a speech even when they had these extemporaneous speeches that were required. These extemporaneous speeches were the times when they would draw titles out of a hat and they would have to speak on the title of the day. And so, he, being persistent as he was, drew the title out of the hat and, of all things, he had to give his talk that day on sex. He was so good that he won the prize for the day. When he went home that evening, his wife asked him what his topic had been at toastmasters and how he had won his award. He had had so much trouble speaking before and he was so embarrassed to tell his wife that he started to tell her, "Well, I was giving my talk on sailing." That afternoon, his wife went to the supermarket and there the president of the toastmasters was at the counter of the supermarket. The president said to the wife, "I'm so proud of your husband. Congratulations, he won the prize at toastmaster's." And his wife spoke up and said, "I don't know how he ever won a prize on that topic. He's only tried it twice in his life. The first time he was seasick and the second time, his hat blew off." And so you see, persistence has odd impacts.

Once upon a time, if we were considering how to be better, we would have focused on enlarging our collections and our staff to satisfy all of our patrons' needs. And as our budget grew, management would become increasingly more important as an aspect of librarianship. However, changes in the kinds of options for materials and format and the way our patrons' needs are changing in the use of information and changes in our population, our resources have made librarians aware that strong and active leadership is even more important than management and it will be necessary to successfully advance our profession into
the next century. We must not continue to do the things that we have always done just because we have done them that way.

I am sure you have heard the story about the husband and wife who were cooking together and the wife was cooking a ham. She sliced the end off of the ham and put it in the pan. Her husband said, "Why do you always slice the end off the ham?" She said, "Well, that's the recipe. That's the way my mother always did it." And so the husband said, "Well, that is curious to me. I can't understand why she would do that." The wife said, "She has always done it that way." The husband said, "I am going to call your mother and find out why the recipe is that way." So, he called the mother-in-law and he said, "Why do you cut the end off of the ham?" The mother-in-law said, "Well, I did it because my pan was too short." And so you see, we cannot go by doing things just the way we have always done them.

What is the difference between management and leadership? Management is largely devoted to day-to-day operation of the library, emphasizing efficiency, procedures and orderly processes and it is concerned with the lines of authority, channels of communication, respect to status and position. But, the expert on leadership, John Gardner, said there are differences. Leaders think in the long term, beyond the day's crisis, beyond the annual report, really beyond the horizon. They look beyond just the unit that they are heading up to their relationship to the larger picture. They reach and influence constituents outside of their jurisdiction, beyond their boundaries, enabling them to bind together all of the constituencies which must work together to solve the problem and they have the political skills to cope with the conflicting requirements of multiple constituencies. Leaders think in terms of renewal and the leader seeks revision of the structure and the processes to accommodate change.

In order to achieve quality, our strategy must always include attention to the day-to-day tasks. Don't any of you leave here saying, "Don't pay attention to day-to-day demands." That's not it. We must do that so that the fundamentals are performed well because, just as raindrops turn into a flood, small failures can turn into colossal failures. But, beyond management, there has to be this strong dynamic leadership. It's the core requirement to achieve excellence. We must provide an effective and assertive effort to identify and nurture future leaders. It was a thrill to see the awards given to the future leaders on this platform.

What qualities and what traits are we looking for in leaders? Leaders are those people who will be able to complete and seek a compelling vision, create it and sustain it. Their vision has an intensity which attracts the attention and commitment of others. They have the ability to communicate their agenda and their goals in a meaningful way that is consistent and powerful. They have an unshakable conviction in their goals and beliefs which develop trust and build the organization's identity. They value their self-worth. Their confident self-regard in turn creates a sense of confidence and high expectations in others. Self-esteem becomes contagious in their organization. Leaders help affirm and revitalize our shared beliefs and values. They inspire confidence and courage to stand up for our principles. They genuinely support personal and professional development of members in whatever group you are in. Leaders help us to take positive views of the future. They help people believe in their capacity to be effective and to believe that a better future can be built through our own efforts. They seek to help us to meet failure and frustration, not as a means to doubt ourselves, but as a means to strengthen our resolve to do better.

I would like to emphasize this: a positive attitude is a winning attitude. And, it is imperative. You've heard of the ultimate pessimist. The ultimate pessimist was this fellow who was trying to learn to be a parachute jumper. First of all, he went up just for a ride in the plane and that was bad enough. He was very pessimistic about that. But, then he went and took his lessons on jumping with a parachute. At the end, the instructor said, "Now, you jump out of the plane, pull the ripcord and if it doesn't work you count to three and pull the emergency ripcord and then it will work and we'll be waiting with a truck to pick you up and bring you back to the starting point." But, the pessimist said, "It won't work. It won't work. The first ripcord won't work. The emergency ripcord won't work." The instructor said, "Trust me, go on." So, they got him into the plane and pushed him out of the plane. He counted to ten and pulled the ripcord. He said, "I knew it. It's not working." Then, he counted to three and pulled the emergency ripcord and said, "I knew it. It isn't working." And, he said, "I bet that truck won't be there either."

You see, pessimism doesn't really accomplish very much. There is truly no future in believing that something can't be done because our future depends on optimism and not on pessimism.

There is a man who is doing a lot with leadership and he is saying that there are certain beliefs about leadership that are very wrong and I want to point those out to you. The first erroneous belief is that leadership skills are rare. The truth is that everyone has leadership potential. People may be leaders in one organization and have very different roles in other organizations. The other error and belief is that leaders are born, not made. The major capacities and competencies of leadership can be learned. While it may not be easy, it is a human process full of trial and errors, victories and defeats, tuition and insight, but for those who are ready, most of the learning takes place during the experience of being a leader. The third error is that leadership takes place only at the top of an organization. That is not true. There is a focus, of course, at the top, but, in reality, leadership takes place at every level from the people closest to the work that are the top ones in management or in leadership and administration. But, a great many individuals must be ready to take leadership action to improve the function at their level.

Now, you in the Oklahoma Library Association have been inordinately fortunate in the quality of leaders that you have had that have guided its progress for 80 years. Those leaders have moti-

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to the organization and the support of its members.

I have the real pleasure and challenge of being the incoming President of the American Library Association. The theme that I am going to focus on during my year as president is leadership. But, it will have a dual aspect. First of all, developing leadership and human resources for library information science and developing leadership to enhance access to information through technology. So, if we can achieve these goals and leadership, it will take great application of all of our skills. But, if we achieve these goals, it will be through your contributions as leaders at all levels.

I would like to illustrate this with one story that is my favorite because it combines sex and religion and you scarcely can ever tell it in a mixed audience, but I am going to do it today because the punch line illustrates what I am talking about. It is a story about a very, very religious Catholic woman who had two female parrots. These parrots were an embarrassment to her because they kept using foul language all day long. One of their favorite sayings was, "We are wild, wild, sexy women." Oh, it just embarrassed this devout Catholic lady horribly. Her greatest fear was that the parish priest would come in and visit and would hear this terrible language. And sure enough, her worst fear was realized. The parish priest came to visit and, of course, when he walked in the door, one female parrot screamed, "We're wild, wild, sexy women." The priest was just aghast, but he said, "I have just the solution to your problem. I have two very well-behaved male parrots at the parish house and all they do all day long is count their rosary and say their prayers. If you will allow me to take your female parrots, they may learn better behavior and I better language." And, sure enough, the devout Catholic woman let the priest take her two parrots with him and, as they were coming in the door of the parish house, one female parrot screamed at the other, "We are wild, wild, sexy women." And one male parrot looked at the other and said, "Throw away your beads, Joe. Our prayers have been answered."

And so I am saying, if we can achieve these goals in leadership, if we can use leadership to accomplish what we want to accomplish, then our prayers will have been answered. Our task at the local, regional and national levels is to face this challenge of assuming leadership roles and responsibilities ourselves and by encouraging others to become involved and committed.

Quality is never an accident. It is achieved through consistency of effort, innovation, daring, and a focus on leadership. What does it take to achieve this quality? It takes a vision that is good enough to dream of tomorrow and the wisdom to turn those dreams into reality. Thank you.
OWENS AMENDMENTS
TO EDUCATION
REAUTHORIZATION BILL
STRENGTHEN SCHOOL
LIBRARY PROVISIONS

Congressman Major Owens (D-NY) announced today that the House of Education and Labor Committee has approved a series of amendments on school libraries which he offered during the Committee's mark-up of the School Improvement Act of 1987 (H.R. 5).

Noting that many school libraries have fared poorly under the block grant approach of the 1981 Education Consolidation and Improvement Act, Owens said that the principal emphasis of his amendments was to strengthen the role of librarians in the process of allocating federal aid among and within local school districts and to provide a stronger federal mandate for the use of Chapter 1 and Chapter 2 funds for school libraries.

Specifically, the Owens' amendments:

- Require that librarians be represented on the statewide advisory councils which advise state education agencies on the administration of the Chapter 2 program;
- Authorize school districts to use Chapter 1 funds to provide special training to school librarians who work with educationally deprived children served by the Chapter 1 program;
- Require that school districts involve librarians in the design and implementation of Chapter 1 educational programs;
- Authorize school districts to use Chapter 1 funds to purchase books and other resources for school libraries; and
- Require that school districts identify the needs of school libraries as part of the "assessment of educational need" made by each district in its application for Chapter 1 funds.

"By approving these amendments," Owens commented, "the Education and Labor Committee has endorsed the library community's view that school libraries are not peripheral 'extras,' but are basic to the achievement of excellence in education. But more importantly, the Committee has given

THE COPYRIGHT PRIMER
FOR LIBRARIANS AND
EDUCATORS

A practical guide to librarians' rights and responsibilities under the Copyright Revision Act of 1976. Written by Mary Hutchings Reed, ALA's legal counsel and an expert on the legal aspects of intellectual property, The Copyright Primer devotes particular attention to the issues surrounding "fair use."

A question-and-answer format is used to pinpoint the specific copyright situations facing librarians and educators. Fair use and restrictions on use are discussed for printed materials, the performance of dramatic and musical works, audiovisual materials, and computer programs.

The Copyright Primer provides librarians and teachers with valuable guidance on the complexities of copyright law. Reed's clear and concise explanations will help librarians and teachers understand the intent of the law in order to better judge the appropriateness of their actions.

Mary Hutchings Reed is ALA's legal counsel and a partner in the law firm of Sidley & Austin in Chicago. She holds a law degree from Yale Law School and has published articles on copyright and other legal issues related to libraries in the Journal of Library Administration, Newsletter on Intellectual Freedom, and American Libraries.

Co-published with the National Education Association. The Copyright Primer for Librarians and Educators by Mary Hutchings Reed, $7.95 pbk. Approximately 76p. 0-8389-0472-6, 87-1014, June 1987.

To order: American Library Association, Publishing Services, 50 East Huron Street, Chicago, Illinois 60611.

SLA PARTICIPATES IN
PUBLIC HEARINGS ON
COPYRIGHT ACT

The Special Libraries Association (SLA) recently participated in two days of public hearings on the Copyright Act which were convened to provide the Register of Copyrights, Ralph Oman, with input for his upcoming second five-year report to Congress on the effects of the 1976 Copyright Act as it relates to the reproduction of copyrighted materials by libraries and archives.

Nicholas Mercury, Director of Staff Development and Support Division, System Planning Corporation, Arlington, VA, presented SLA's views on the Copyright Act. The Association's statement covered five issues: library definition, non-print materials, government information, technology and review of the Copyright Act.

The Association's comments were positive yet suggested that the Copyright Office consider standardizing the definition of "library" throughout the Act and recommending that the federal government consider the impact of copyright in privatizing government information.

"SLA believes that Section 108 strikes the proper balance between the rights of creators and the needs of users of copyrighted works," said Mercury in prepared testimony. "The Association's view is that interlibrary loan guidelines are working well and that libraries are maintaining proper records as specified in the guidelines."

One of the recommendations made by SLA was that the Act include a mention of future technology as librarians and information centers increasingly rely upon electronic formats.

"While we cannot predict what issues may be of importance 10 years hence," concluded Mercury, "our laws should be flexible enough to encompass the development of these new formats."

For additional information or a copy of SLA's statement, contact Sandy Morton, Director of Government Relations and Fund Devopment, SLA, 1700 18th Street, NW, Washington, DC 20009 or by calling (202) 234-4700.
SUMMARY OF 1987 CONFERENCE EVALUATIONS

Total No. Returned: 113
Academic — 31
Public — 51
School — 21
Other — 10

Strengths

Sixty-six of the respondents listed the overall conference program, speakers, and topics as strengths. Individual programs and speakers included as strengths of the conference were: Lynn Hall — OASLMS luncheon (10); Margaret Chisholm — First General Session (7); Eleanor Jo Rodger — “The Good” Public Library, Getting There is Half the Fun” (6); Representative Steve Lewis — LDC Legislative Breakfast (6); Justice Marian Opala — President’s Program (5); Sue Baerg Epstein — “Skills for Successful Supervision” and “The Changing Environment of the Library Middle Manager” (4); Table Talks (4); Frank Burke — “Preserving Our Documentary Heritage” (2); “Designing Today’s Library for Tomorrow” Preconference (2); and Sequoyah Young Adult Book Discussion and Videotape (2). Receiving individual mention were Richard Madaus, panelist — “Can Strong Reference Service Survive Weak Budgets?”; Dr. Robert Walter — “The Role of the Library in Dissemination of Government Information: Another Safety Net?”; Trustees Program — “Five Ways to Raise Money”; “Opening Our Doors Learning Kits”; Sequoyah Children’s Book Award Presentation; Poster Sessions: “OASLMS Hour at the Exhibits”, and “homegrown” speakers.

Other program planning areas listed as strengths were use of the theme (4), the timetable (5), and fellowship opportunities (10).

The highlight of the conference for many was the theater party on Thursday evening (36). Calvin Trillin and Friday evening’s banquet was a strength listed by two people.

The efforts of the Local Arrangements Committee were recognized by 75 respondents who listed local arrangements in general or specific areas of local arrangements as a strength. Specific areas which received high marks were transportation, food, signs, registration and information.

The exhibits were viewed as a strength by 12 respondents and the sites and facilities ranked high with 10 respondents.

Other strengths listed were the weather (7), the new evaluation form (2) and the OLA “Store” (2).

There was no significant difference in strengths viewed by attendees from different types of libraries. Those areas with high marks overall represented a good cross section of all respondents to the evaluation form.

Weaknesses

The major weakness outlined in the evaluations returned was the site and facilities (32). Related complaints were parking (13) and transportation (8).

The second most often mentioned weakness was the early departure of the exhibitors (not their decision) (11), that more exhibits are needed (4), and that the exhibits were too crowded (1).
The timetable was of major concern to several who returned evaluation forms. Of the eight who complained the timetable was too tight, the specific remarks were that choices between programs had to be made and that the schedule did not adequately allow for time to walk between buildings or wait for transportation. Seven respondents complained that the timetable left too much "free" time, particularly late Friday afternoon.

Weaknesses in the Conference Program offerings listed included a weak Friday schedule (5), topics and speakers in general (9), and inadequate space for the Sequoyah Children's Book Award Presentation (2).

Other program weaknesses mentioned by only one or two respondents included: members of panels were less prepared than individual speakers; some introductions of speakers were too long; and the Placement Booth was ineffective.

Speakers and programs listed as weaknesses were Hannalore Rader (3), Margaret Chisholm (1), Steve Lewis (1), Marian Opala (1), and the JMRT Luncheon (2).

Two individuals complained of inadequate seating and long lines at the All-Conference Reception and the cost of the Friday night banquet was the complaint of two others. Food was a weakness listed by five respondents to the evaluations.

Lack of information to participants prior to the conference was a weakness outlined by two respondents and one respondent did not believe the new evaluation form was adequate.

Recommendations for Next Year

NOTE: LETTER IN FRONT OF RECOMMENDATION DENOTES TYPE OF LIBRARY OF RESPONDENT: A-ACADEMIC, P-PUBLIC, S-SCHOOL, O-OTHER.

Program
A — Looser scheduling, not as much at same time.
A — Bibliographic Instruction
A — Theodore Roszak, author of The Myth of Information
A — Reference workshops
A — Don't schedule reference and interlibrary cooperation at same time.
A — Special Libraries session for medical law, business, etc.
A — Hands-on workshops in preservation, conservation
A — Specific needs area programming: "Patron's Perception of Service," "Libraries on Small Budgets," etc.
A — Mark Russell
P — Focus on funding academic libraries; get college/university presidents, regents on program.
P — The Governor
P — Programs on professionalism
P — More table talks
P — Joint program for all types of libraries other than dinner
P — Shorter sessions
P — Survey members/libraries and ask what topics they want discussed. Also, what format — panel, lecture, table talk
P — Whole conference dealing with saving money and cost efficiency
P — Seminars for support staff
P — Try for Mike Synar again
P — Mark Singer
S — More sharing of ideas among school librarians addressing the funding cuts and ways to compensate or fight this.
S — Book talks
S — More programs for school librarians
S — Earlier second general session
S — Picnic? (for all conference reception) with an outdoor concert or performances of some type.
O (Medical) — Invite U.S. Rep. Major Owens to be a keynote speaker.
O (State) — Louis Rukeyser
O (State) — musical or dramatic entertainment.

Local Arrangements
A — Clearer signs
A — Include cities on name tags and use larger type
P — Simpler menus
P — More bookmarks, etc. for distribution
P — better seating for receptions
P — Post pre-conference newspaper at conference
S — Favors at meals

Exhibits
A — keep open longer on Friday
P — More exhibitors

Other
A — Push for greater attendance
P — Under one roof with convenient parking
P — Multiple choice format for evaluations
S — Distribute annual report with registration packet
S — One-day conference registration fee for members
S — Alternate conference between Oklahoma City and Tulsa
S — Add a new section called Early Adolescent and have Sequoyah Young Adult for high school or change the name of Sequoyah Young Adult to Sequoyah Early Adolescent.
S — More space for Sequoyah awards
S — Clearer information prior to conference
S — Mail "Guide to the Conference" to registrants one week prior to conference.

Director of OU Library and Information Studies to Discuss Adult Learning System at Meeting

The director of the University of Oklahoma School of Library and Information Studies will present a paper on adult learning when she speaks at the 18th annual Conference of the Corporation of Professional Libraries.

Sylvia Faibisoff will speak at the Quebec conference May 29.

Faibisoff's paper addresses the implications of the adult learning program supported by the Kellogg Foundation grant to the state of Oklahoma. The grant, used to provide the state with a modern and upgraded telecommunications system, has the potential of providing adult learners with educational and career information at off-campus sites.

The paper concentrates on the new role that public libraries could play as educational and instructional centers supporting programs provided by higher education institutions.
FIVE RECEIVE RECOGNITION

I am pleased to represent the Awards Committee tonight when we recognize five people who have made contributions to libraries or library service in Oklahoma.

Tonight we are awarding two Citizens Recognition Awards. I have had a hard time deciding the order in which to present these awards. I have decided to use good old alphabetical order.

The first is being awarded to a man who has been a long-time supporter of libraries. During his time on the Tulsa City County Library Commission he served as chair of every Commission Committee as well as chair of the Commission itself. He is a member of the Tulsa Library Friends and FOLIO. He has been active in the Trustee Division of the Oklahoma Library Association. He has attended ALA Annual and Midwinter Conferences. Last spring he shared his expertise with the management staff at Tulsa City County Library by teaching a workshop on writing skills. For his outstanding contributions toward furthering the causes of library development in his community, state, and nation I would like to present the Citizens Recognition Award to Phil Dessauer.

The second is being awarded to a woman who was looking for a worthwhile volunteer activity after her retirement. She decided to teach adults to read. When the Oklahoma Department of Libraries began its literacy program in 1984, there was only one person who had the qualifications, ability, and willingness to travel around the state to set up local literacy councils. She has taught and certified 300 tutors and has assisted in the establishment of 70 literacy councils. She has driven over 10,000 miles in all types of weather and spent an average of four nights a week in motels during the last two years. Without her, the active literacy program we have in Oklahoma would not exist. For her outstanding contributions toward improving the literacy level in Oklahoma . . . Agnes Olive.

This year the Distinguished Service Award is being given to a librarian who has been very active in the Oklahoma Library Association. She has served on almost every committee and has chaired many. She has supported reading, libraries, and the Association. I would like to read from one of the letters of nomination that we received. "She lovingly gives of herself to children of all ages. Her influence with young children has been tantamount. Those children and adults, still young at heart, who have been lucky enough to know her will tell you of the positive influence she has had on their lives and careers; how she went above and beyond to find that special story for a special child; how she gave freely of her time to tell stories dear to her; or how the stories she told will long be remembered. These are the qualities of a modest and compassionate individual who has done much to affect the lives of many." I have heard that she tells pages that reshelving books is the best exercise for increasing the bustline . . . it doesn't always work. For her contributions toward better library service and involvement for the children of Oklahoma, I'd like to present the Distinguished Service Award to Wilma Tipps.

I now have the honor of presenting two Special Awards. I will present these in alphabetical order.

One Special Award goes to a librarian who has contributed much to the development of public libraries in Oklahoma. He has been very active at the local, state, and national level for many years. For the past four years he has represented Oklahoma at the ALA National Library Legislative Day. He received the OLA Distinguished Service Award in 1973. I have a copy of his resume . . . but it would take a very long time to read it to you. Let me just say he is a true Pioneer . . . Bill Lowry.
The other Special Award is being presented to a librarian who has done much for Oklahoma libraries. He organized a meeting of state academic librarians to bring important matters to the attention of the State Regents for Higher Education. Under his leadership, the OSU Library was the first academic library in Oklahoma to become a member of OCLC. His contributions extend beyond academic libraries. As president of OLA he was successful in pressing for legislation that required libraries in all Oklahoma public schools. In a recent article he noted that one of the events in his career that particularly pleased him was receiving the OLA Distinguished Service Award. I hope this will also make the list.

Dr. Roscoe Rouse.

**METROPOLITAN FRIENDS OF THE LIBRARY AWARD CONFERENCE GRANTS**

The Friends of the Metropolitan Library System have awarded two grants to staff to attend the Oklahoma Library Association and American Library Association conferences this year.

This is the third year the Friends have awarded the grants, which require entrants to write a 250-word essay explaining how attending the conferences would benefit them and improve their performances for the library. The winning essay is published in the Friends’ newsletter, and winners are invited to give a brief summary of their conference at a board meeting.

This year’s award of $100 to the Oklahoma Library Association Conference in Norman April 24 and 25 went to a Midwest City Circulation Clerk, Pamela Brandt.

The $1000 award to the American Library Association Conference in San Francisco June 27 through July 1 went to Pauline Rodriguez, Capitol Hill cataloger.

Executive Director Lee B. Brawner said, “I am pleased with the continued and growing interest in professional development expressed by the staff.”

**ALLIE BETH MARTIN AWARD RECIPIENT NAMED**

Susan B. Madden, coordinator of young adult services at the King County (Washington) Library System, has been selected as the 1987 recipient of the Allie Beth Martin Award by the Public Library Association (PLA), a division of the American Library Association (ALA). The award was announced during ALA’s 1987 Midwinter Meeting in Chicago.

The award, established in 1978, honors a librarian who, in a public library setting, has demonstrated extraordinary range and depth of knowledge about books or other library materials and has exhibited a distinguished ability to share that knowledge. The Baker & Taylor Company donates the award, which consists of a citation and $3,000.

“Susan is a dedicated and talented librarian with a considerable knowledge of young adult literature,” said PLA President Kathleen Balcom in announcing the award. “She makes many class visits and develops programs that attract young people to the library.”

The award will be presented to Madden at the annual Allie Beth Martin Award brunch, June 28, during ALA’s 1987 Annual Conference in San Francisco.

**OLA JOIN NOW**

Noted historian and author Arrell Morgan Gibson, George Lynn Cross research professor of history at the University of Oklahoma, has been elected president of the state council planning a celebration of the nationally proclaimed 1987 — The Year of the Reader.

The national celebration, overseen by the Library of Congress, was proclaimed last year by Congress. The Oklahoma Department of Libraries is leading preparations in Oklahoma, including the establishment of the Oklahoma Center for the Book.

Gibson attended a meeting in early April in Washington, D.C., where state council leaders gathered with Library of Congress staff members to organize the national and state observances.

The Oklahoma group currently is planning an opening ceremony at the state Capitol featuring the National Center for the Book exhibit “A Nation of Readers.” Scheduled for mid-May, the exhibit also will be displayed in Tulsa and may travel to other communities.

The state council also is discussing publishing a catalog of Oklahoma authors, publishing houses and writers groups, and sponsoring the development of a written work about Oklahoma’s literary heritage.

The local group is investigating the adaptation of the Library of Congress “Read More About It” project and will attempt to coordinate efforts with the state public broadcasting network and local cable television channels.

The Oklahoma council also is discussing ways to develop publicity to advertise the Year of the Reader, to support Library of Congress projects and programs, to demonstrate the role of books in Oklahoma society and to draw attention to the problem of functional illiteracy in the state.
Principles of Library Service

William H. Lowry, Director
Pioneer Multi-County Library System
1958-1987

In 1958, when I became the Director of the Pioneer Multi-County Library, I was quoted as saying that the opportunity to develop a new library system was "a dream come true." That dream sometimes proved to be a "nightmare," but looking back over the past thirty years, the satisfactions and successes have far outnumbered the uncertainties and failures. I realize now, how very lucky I have been. I have had the resources available to develop a successful library system — to have failed would have been inexcusable.

The principles of library service that I adopted early in my career at the Pioneer Multi-County Library have enabled me to maximize these resources, and have continued to guide the Library for almost thirty years. Now that I have reached the end of the administration phase of my professional life, I would like to enumerate them.

While these principles are not unique, they have given a special character to the Pioneer Multi-County Library System. I am certain they will be modified and sharpened in the years ahead, but I do not expect them to be abandoned. I have set them down in order of importance, but they are interrelated and no one principle can stand alone.

First and foremost, the public library is a public service organization. Patrons are our guests. Without them the public library would have no reason to exist. If they are dissatisfied, we want to know. Too often public agencies, including libraries, forget this important first principle.

Secondly, the staff is a library's greatest resource as well as its most expensive. One-third of a public library's budget is allocated to personal services. Selecting the best staff is a very difficult and inexact science. Staff should be well paid, treated with respect and delegated as much authority as their positions justify. Creative staff must be permitted the freedom to develop new ideas and programs, to take risks and make mistakes.

Thirdly, a library should offer a variety of services. The printed word and information are the basic services, but I believe that the time is past when a public library does not offer computer and database services, video cassettes and other audio visual materials, quick print reproduction such as public xerox copiers and a variety of other services. While a public library cannot be everything to everybody, it should broaden its services as much as possible, and have something for almost everyone.

Outreach services are expensive, but mail or bookmobile service should be provided to rural patrons. Reciprocal borrowing privileges should be arranged with neighboring libraries. Interlibrary loan services are essential.

It is unfortunate that not every library can offer its facilities for weekly televised sessions of the City Council, as the Norman Public Library does. These meetings have brought a new clientele into the library on Tuesday evenings, who insisted, a number of years ago, that the library be open Tuesday evenings in the summer, as well as the winter.

Next, I believe that public libraries should accept a special mission to children. Children's services have been one of the great successes in public library development. Except in the smaller libraries, separate children's departments should be maintained with separate collections and staffed by professional specialists in children's work. Services should include attractive books, games and toys to be used in the library: story hours; films and a variety of other group programs. Since a large number of preschool age children are now left in day care centers, methods must be found to reach these groups who may never be brought to the library by their parents.

A fifth principle is that library building should be attractive and inviting. Library buildings are the most visible evidence of library service, and while good staff and collections are critical to a successful library, they should not be housed in old, unattractive and inadequate buildings.

Improved technology is vital to good libraries. Computers help provide better service. There is no other way to cope with expanding information needs.

Finally, we must modernize our library management and administration. There have been important developments in managerial and planning skills in the last twenty-five years. While these are not "library" skills, they are vital for good library operation. They do not come under the category of "things I learned in library school," but they can be learned from a variety of sources, including schools and colleges of business administration and private companies.

It is apparent that good staff, a variety of services, attractive buildings, new technology and good administration cost money. Although public libraries do not require a lot of money, they cannot continue to operate solely on dedication. Two of our greatest challenges are finding the money for library service and spending it effectively.
personality. She has reared two daughters and one of them is a school librarian in Australia. The other one is still a student.

Margaret uses her knowledge about science in her novels. She is an amateur astronomer and her telescope stands ready on a second floor terrace when she takes a break from late night writing.

It is not widely known that Margaret Mahy is an educator who started her career as a school librarian. In New Zealand, schools are operated by the government and a library advisor is assigned to be over several of them. When Margaret had such a post, she began to write stories for The School Journal, a publication that was started because the country lacked textbooks. Rather than import them at great cost from England, the government decided to produce something locally. Collections of the stories from this publication were published as Margaret Mahy storybooks and are now on New Zealand television. She has considerable knowledge about teaching reading and incorporates it into the stories she writes for a "Ready to Read" series called Jelly Beans.

Many of Margaret's children's stories are about any librarians who have marvelous adventures. In one television play, part of a series called Cuckoo Land, she has a librarian drop out of a plane in a parachute to recover an overdue book. At the beginning of this particular show, she appears on the screen with a special gleam in her eyes and says, "I can't reveal all that goes on in the library, but this story is really true." Her adolescent novels also include libraries and librarians.

In her opinion, the one primary duty of a children's book should be to entertain, so she writes entertainingly about the outer reality of the world and the inner reality of the imagination. Oklahomans, lucky enough to hear her speak, will find her intellectually stimulating as well.

Josephine Raburn visited Margaret Mahy in New Zealand in March of 1986 and invited her to come to Oklahoma. The author will also attend the American Library Association convention in San Francisco.

SHERMAN NEW LIBRARY DIRECTOR

Mary Sherman of Purcell was selected by the Board of Trustees of the Pioneer Multi-County Library System to be the new director. She will replace William H. Lowry who retires after nearly thirty years on May 15.

The trustees made the announcement in Shawnee at their monthly meeting after a three-month search that drew applicants from several states. The system headquarters is located at the Norman Public Library.

The new director pledges to give the highest quality of service to library patrons and staff. She acknowledges the Lowry legacy to enhance the PMC image as a progressive and innovative library system dedicated to patron service.

Lowry commented after the announcement, "The board has chosen a candidate with demonstrated ability and tremendous potential. She is an innovator with a commitment to the public and she will continue to move this library system forward."

"I have met thousands of librarians and library administrators during my thirty-eight years as a librarian and I have never met her equal," he added.

Sherman has demonstrated her dedication to library service since she began as branch librarian in Purcell in 1966 when the library was housed in what is the current Senior Citizens Center. Her work led to the establishment in 1978 of the state's only combined school/public library located in the Human Resources Center.

In 1976 she began a six month campaign for a library levy that was followed by an eighteen month demonstration of full library service in Pottawatomie County. As regional librarian she worked with library, civic, and educational leaders to improve existing libraries and to develop new library services.

She took the position of assistant director in 1978 and continues to direct the day-to-day operation of the library system. Her duties include supervision of the Purcell Library. A new assistant director will be selected in the future.

Sherman served as president of the Oklahoma Library Association in 1982-83. Before reaching that post she served on the board of directors and chaired a number of committees. OLA honored her with the distinguished service award in 1986.

She has been a member of the visiting committee for the University of Oklahoma School of Library Science and Information Services. She was part of the search committee for the current director.

Both her masters of library science and bachelor degrees were awarded from OU. She has continued to broaden her library experience with work at Miami University, the University of Pittsburgh, and the Simmons College middle management program for women.

Outside the library she has served as national vice-president of membership for the 175,000 member American Association of University Women for 1985-87. She also chairs the strategic planning committee during those two years. She has worked at every level of AAUW from President of the Purcell branch to international meetings.

Sherman serves as president of the house corporation for Kappa Alpha Theta at OU and is active in the Altrusa Club, the Norman Chamber of Commerce, the Constitution 200 committee and the United Methodist Church.

She is the wife of Don Sherman, CEO of the McClain County National Bank. She has two grown children, Elizabeth Cunningham of Dallas and Donald Sherman of Bethany.
INFOTRAC: A USER FRIENDLY SYSTEMS

By
Sue Anne Harrington
Director, Library Technical Services
University of Oklahoma

InfoTrac, a computerized periodical index, was installed in the University of Oklahoma Main Library during the 1986 summer school session. A product of Information Access Company (IAC), InfoTrac utilizes laser disc technology to provide computer access to a database of more than half a million citations to articles found in almost one thousand general interest, technical, and business periodicals and several newspapers. References are drawn from Magazine Index, Business Index, Trade and Industry Index, and Management Contents. The last sixty days of the New York Times and the current year of the Wall Street Journal are also included. LegalTrac and the Government Publications Index are available for use with InfoTrac at an additional cost. The database, covering the current year and three previous years, is updated monthly by a replacement disc. For more retrospective coverage, InfoTrac Backfile is available with coverage from 1980 through 1983.

Hardware for the InfoTrac system consists of IBM PC microcomputers, Amdek monitors, Hewlett-Packard Thinkjet printers, and a laser disc player with controller. Searching software is stored on floppy diskettes that are loaded on the PCs at the University of Oklahoma we have four patron access stations, each consisting of an IBM PC, monitor and printer.

First introduced to libraries at ALA Midwinter in January 1985, InfoTrac has been installed in a large number of libraries and has been enthusiastically received by users. It has also been warmly received by students and faculty at the University of Oklahoma and is heavily used.

InfoTrac, a user-friendly system, is simple to use. By following instructions on the front of the PC and pressing color-coded keys, users quickly learn how to search the database. First, they type in a topic and press the search key. Then, the laser disc index is searched and, if a match is found, the citations are displayed. If no exact match is found, the system displays the topic that most closely corresponds to it. Users can browse an online thesaurus to select topics or view the help screens for further assistance. Cross references are also included.

Each citation in the database includes the title of the article, the author, periodical title, volume, issue number, date of publication, and the page numbers. Printouts, of one citation or several, may be made at any time by simply hitting the print key. Searching InfoTrac is much faster than using a printed index and is certainly more fun for the user.

As stated earlier, the InfoTrac system in the University of Oklahoma Main Library consists of four IBM PCs, each with a monitor and printer. Situated next to each other on one long table, they are located close to the service desk and the Serials Record in the current Periodicals Room. In this heavily used area, approximately 5,000 currently received periodicals and newspapers are housed on open shelves. The Microforms Area, containing two million pieces of microform, including a large number of back volumes of periodicals and complete runs of several major newspapers, is located near by. Patrons, who find citations they want on InfoTrac, are usually able to locate needed materials in the immediate area.

Users guides have been prepared and placed at all stations and at the service desk. Current Periodicals staff report, however, that patrons need more assistance with the use of the keyboard and printer than they do with searching. There does seem to be one point of confusion for patrons. Although a list of titles to which the library subscribes is in the users' guide, patrons frequently think that the library holds all the titles found on InfoTrac.

Current Periodicals staff have experienced several hardware problems with InfoTrac. They have trouble bringing up the system each morning during the month of July. After numerous discussions with IAC, the problem was finally solved by leaving the system on at night. Hardware problems continue to occur from time to time, but fortunately, most can be resolved fairly rapidly by the capable staff in Current Periodicals. The biggest problem continues to be the Thinkjet printers. Ink cartridges have to be cleaned frequently or the print will be fuzzy and uneven and cartridges are small and have to be changed often or the print is too dim to read. IAC certainly needs to alleviate this problem soon.

InfoTrac is not for the serious researcher. Most of the journals indexed in the system are not research sources and complex searches are not possible. It is more appropriate for the user who needs information on general topics or business information. In addition, IAC's Magazine Index and Business Index cover more information than InfoTrac. Nevertheless, users at the University of Oklahoma stand in line to use InfoTrac while Magazine Index and Business Index stand idle near by.

Despite the fact that InfoTrac is not cheap and has some shortcomings, it is very popular with users. This simple to use system makes periodical searching a pleasant experience instead of a chore.

For more information on InfoTrac see the following references:
A Report on the Successful First Year of Public Access to the TU Libraries

In January, 1986 the TU Libraries instituted a new policy which provided public access to its resources by means of membership in its library friends organization, the TU Library Associates. Previously, public access was not available.

"Measured by any standard," reports Robert H. Patterson, Director of Libraries, "I believe that the new access policy is an enormous success. We have had a year to observe how well the public has responded, and that response has been highly favorable. Over 650 Tulsa individuals and corporations have obtained Library Associate memberships during the period. We feel that these figures indicate that we are meeting the need in the metropolitan area for access to a research library."

The TU Library Associates Program, in addition to regular programs through the academic year on bookish subjects, offers its members access to the book collections and reference services of both the main McFarlin Library and the Law Library. Members may gain only access to the buildings, or gain the entire spectrum of library services, including interlibrary loan and database searching services, by joining the Associates at appropriate membership levels.

Membership contributions range from $25 to $1,000 per year, with most members selecting the $25, $50 and $200 categories.

"The program has been well-received across the Tulsa community, by both our individual and corporate members," says Don Smith, the Library Associate Director who administers the program. "A number of law firms have joined the Associates to use the Law Library, and there are a number of corporate members using the main library," he said.

Membership funds are used to acquire special materials, or to provide start-up costs for programs that the regular budget allocations might not support. Patterson cited the use of Associates funds in the Law Library to initiate the new computer-assisted law instruction program, known as CALI. "We will support the CALI program once it is on its feet, but the Associates funds were most helpful in the initial purchase of computers and software," he said. "In McFarlin Library," he added, "we have recently used Associates funds to acquire an important Cherokee historical manuscript and to purchase major first editions by the modern American and British authors whose works we collect exhaustively."

The year-old access program provides one complimentary visit to anyone over 18 years old wishing to enter the libraries. The only individuals regularly admitted to the campus libraries who are not Associate members are high school honors students. They are admitted through special arrangements made through their school principals and honors program directors. "We view this as hopefully enlightened self-interest," Patterson said. "We want Tulsa's best high school students to know this library and this campus, and regardless of their final decision as to where they will go to college, they need to be exposed to a research library."

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Microcomputer Applications For Libraries
a hands-on workshop

Microcomputer Applications for Libraries was a two-day workshop sponsored by College and University Division, Technical Services Roundtable, and Automation Roundtable of the Oklahoma Library Association, Oklahoma City Community College, and the Oklahoma Department of Libraries, held at the microcomputer laboratory at Oklahoma City Community College, March 27 and April 3.

Using IBM PCs, each of the twenty-two participants were given instruction and practice for two "shareware" programs, PC-Calc (spreadsheet) and PC-File (database). Spreadsheet applications included budgeting and public service statistics; the database practice was compiling a directory of workshop participants. Each participant received a copy on floppy disk of the two programs.

Three "floaters" (librarians experienced with these programs) were on hand at all times to help people who had problems. Course instructors were Mike Corlee and Tom Ashby of Oklahoma City Community College. The workshop fee paid for one hour of college credit or audit.

Since the 22 slots filled up early and many expressed interest who could not be accommodated, this workshop will be repeated July 10, 17, and 24, 8 a.m. to 12:30 p.m. Contact Kay Boies, OLA executive secretary for information. Tulsa Junior College and TALC have done a similar workshop in Tulsa in the past; watch for information about future workshops for the Tulsa area.

Annette Duffy

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Oklahoma County Legislators Feted at Breakfast

Oklahoma County legislators were treated to breakfast and a pat on the back Thursday, May 21.

The Friends of the Metropolitan Library System sponsored the breakfast to remind the legislators the importance of the libraries and thank them for their support over the past year. The Metro Library System has received almost three quarters of a million dollars in state and federal grants in the past 18 months. These include:

- Major Urban Resources Grant, $27,281 to purchase large print books, black history materials and supplemental interlibrary loan materials; State Aid, $516,991 to purchase books and other materials; OTIS (Oklahoma Telecommunications Interlibrary System), $19,838 for special collections and staff training; Interlibrary Loan Grant, $4,643 for hardware and software to speed interlibrary loans.
- Also, Books-By-Mail, $10,000 to set up the program; English as a Second Language, $10,000 for staff and materials; Literacy, $10,000; Library Technical Assistance, $110 for staff tuition; Barrier-free Handicap Access Grants, $102,742; Performance Measures Grant, $21,619; and a Multi-type Library Cooperative Grant, $2,000 to start library sharing programs in Oklahoma County.

Special placemats were designed for the breakfast listing all the state and federal grants received.
GODOCS

By Doris Westfield, Chairman
OLA/GODORT

OLA/GODORT's new officers for 1987/88 are:
Chair: Njambi Kamuche, Oklahoma Department of Libraries.
Vice Chair/Chair Elect: Jill Moriearty, Northeastern Oklahoma State University.
Secretary: Louise Robbins, East Central State University.

GODORT was involved in three programs at the OLA annual conference.

SCART/GODORT sponsored Frank Burke, acting archivist of the United States in a talk on "Preserving Our Documentary Heritage." Dr. Burke compared the past treatment of two of our most famous documents, the Declaration of Independence and the Constitution of the United States. He gave us a brief description of the progress that has been made in treating such documents and a glimpse into the new techniques as they apply to archival materials.

GODORT/SCART sponsored Toby Murray, preservation officer at the University of Tulsa, in a program which addressed the problem of "Identification and Preservation of Historical and Valuable Material in Your Library". Ms. Murray gave a background on the production of paper from various products and related decomposition to the source.

To determine the value of a book or document one should consider many things she told us: Uniqueness - can this be replaced and at which price? Monetary value; the Age of the book or document - is it rare? significance in the history of printing; does it fall into the category of incunabula?; what is the value to the collection?; the Source - who gave it? is the source of legal or political value, emotional value?; Esthetics - consider the binding, format, printed on vellum, water marks, signatures, illustrations, size, shape; its Exhibit Value - is it a signature issue, a censored or famous piece?

Books and documents can now be reformed in many ways and thus "preserved". They can be microfiched, photocopied, photographed, put onto optical discs or onto a computer. These things need to be taken into consideration when determining the value of materials.

Storage of materials plays an important part in the life of a book or document. Ms. Murray told us. Heat and humidity greatly accelerate the deterioration of materials. A low temperature storage area can double the life expectancy of a book. She mentioned other enemies such as light, acid containers, dust and dirt, faulty storage methods, and toxic wastes in the environment. She gave tips on eliminating or lessening their effects.

In closing, she mentioned that two systems for deacidification are being used. One, the Wei To method, which can be used by libraries on small amounts of material, and the other, the Diethyl zinc process, which is used by the Library of Congress.

Slide presentations on preservation and on the care and handling of materials are available through inter-library loan from the Oklahoma Department of Libraries through Garry Harrington.

GODORT/FIC sponsored Robert A. Walter, acting library director of Pittsburg University and a member of ALA Government Document Roundtable's Technology Association, who addressed the "Role of the Library in the Dissemination of Government Information: Another "Safety-Net"?". Mr. Walter likened the conflict between the people's need for information and the Governments disseminating information in multiple formats to a baseball team: In the number 1 place are the users of information; 2. The Federal Government Agencies - these agencies fall into several categories: the mission oriented, the information gatherers, the research people and those who produce rules and regulations. They all want to get information out to the user. 3. Congress - during this administration they have had a mandate to reduce the budget. 4. In the power position is the Private Sector - they want to buy information cheap from the government and sell it high to the user. 5. OMB (Office of Management and Budget) - OMB's philosophy and power differ from administration to administration. At present, they want to shrink the number of government agencies and thus shrink the Federal Government. 6. Joint Committee on Printing — this is drawn from the Senate and from the House and is charged with the responsibility of adopting measures necessary to remedy inefficiencies or waste in the public printing, binding and distribution of Government publication. 7. GPO (Government Printing Office) - basically responsible for printing materials and information. Distribution of information in electronic format basically cuts down on their empire. Even the microfiche distributed are made from printed materials rather than directly from tapes. They really don't want to get out of the paper business. 8. Standards - There are no standards as yet for technologies and each company wants the government to use its product which might then become the standard by default. 9. Libraries - Mr. Walter sees them as the weakest player in the game because most libraries are not prepared with the technology necessary to receive information in the various formats.

Mr. Walter pointed out that many of the government-printed titles are outdated. The Monthly Catalog is in a cumulative index on tape which is manipulated by several different companies in the private sector and is also available on CD-ROM.

One might ask why the government doesn't offer an alternative option to Depository Libraries. Mr. Walter feels the answer returns us to the players in the game. One reason is GPO's "empire in printing" will be affected and the other is that the private sector will have to be contended with. They will not want to see their market go down the drain. OMB is perfectly willing for the private sector to take over. Even if material were made available to the Depository Libraries in electronic form,
only 10% of the libraries would be able to accept it. Pilot projects are being explored, but the facts are that some libraries don’t even have microfiche readers. This may lead to the development of more parallel Depository Libraries as in the case of CASIS where the Patent Office developed its own system and made it available to “Patent Depository Libraries”. This puts GPO Depository Libraries in conflict with Patent Depository Libraries who have CASIS because the United States Patent Gazette is so far behind CASIS.

The results are that the resource poor information user must use the out-of-date paper copy. State Data Centers are another example of parallel Depository Libraries. The Census tapes were sent to the centers, but are not usually found in libraries. More detail is available from these tapes than from the paper and microfiche copies found in the Depository collections. However, State Data Centers produce information only for a fee. Thus information is available to those who can pay for it. More data from the 1990 Census will probably be published in electronic format, probably in CD-ROM. Will it be made available to Depository Libraries in that format? Will they be able to use it if it is available, questions Mr. Walter.

In establishing a pilot project a number of aspects need to be considered: funding, technology, interests of the agencies, needs of the users, and criteria for evaluation. At present, a number of technologies are being considered with CD-ROM being the favorite, but also under consideration are direct on-line communication, optical disc technology, computer tape (very few libraries have the capabilities to use this) and 5x8 digitized cards. Libraries in various parts of the country will be chosen to take part in the pilot. The intent of the law is not being met if information produced in electronic format is not made available. For the government it would mean more timely dissemination of information and easier storage/retrieval and it would eliminate the cost of print. For libraries it would mean new resources are available. However, new skills will be needed. For the users it would mean that information could be customized for their needs. There are disadvantages also. The cost of transmitting the information, the loss of archival material (tapes and discs can be changed at will), the cost of equipment and training someone to receive the information, the time spent in training patrons and in helping them deal with the complexities must all be taken into consideration. If Depository Libraries are to continue to disseminate government information under the intent of the law there must be access to information in all formats or they will become extinct Mr. Walter concluded.

At the end of the afternoon session a brief business meeting was held. The new officers were introduced. Under old business it was decided to mail the new State Plan for Depository Libraries to those libraries affected and to ask for approval of the Plan. The letter to accompany the plan, addressed to the administration, would be mailed at a later date when completed by Vicki Phillips. Under new business, a study of our depository libraries in Oklahoma will be undertaken by Betty Smith. She may be asking for your help. It will be constructed in a format similar to that used in Illinois and found in Illinois Libraries for May, 1987. Since there was no further business, the meeting was adjourned.

DOCLIBS
Government Documents of Interest to Librarians
By Steve Beleu
U.S. Documents, ODL

This column identifies government publications that are of special importance to librarians, i.e., those that discuss library problems, reference works, etc. These publications may be available in any of the U.S. or Oklahoma depository libraries throughout the state or may be borrowed on interlibrary loan. U.S. documents that are for sale may be ordered from the Superintendent of Documents, Government Printing Office, Washington, D.C. 20402. For State of Oklahoma publications you must contact the issuing agency. Key: “Sudocs” is U.S. Superintendent of Documents; “OPC” is the Oklahoma Publications Clearinghouse.

SPECIAL COLLECTION COLUMN:
NATO’S ADVISORY GROUP FOR AEROSPACE RESEARCH AND DEVELOPMENT (AGARD) AT THE GOVERNMENT DOCUMENT COLLECTION, UNIVERSITY OF OKLAHOMA

Most of the publications of AGARD deal with aerospace technology, but there are some that deal with information services that contain articles librarians should find useful. What follows is a selection from some of these AGARD documents. These publications are all available from the Government Documents Collection at the University of Oklahoma. AGARD publications are not deposited in depository libraries by the U.S. Government Printing Office. All AGARD publications are indexed in AGARD Bulletin. If you would like more information about these publications, or other AGARD publications, call Cyndi Kepley, Government Documents Librarian, University of Oklahoma, at 405-325-3141.

NATO/AGARD number: AGARD-CP-246
Includes “The Requirements of Industry for Technological Information,” and “Evaluation of Information Services: Research and Reality.”

NATO/AGARD number: AGARD-CP-294
Includes “Information Transfer: Barriers and Trends,” “The Role of Information Services in Innovations,” and “National Information Services with International Orientation.”

NATO/AGARD number: AGARD-CP-279

Use of Scientific and Technical Information in the NATO Countries.

Continued on page 46
NEW HANDBOOK SERVES AS COMPLETE GUIDE TO PROFESSIONAL PLACEMENT IN LIBRARIES

Finding the right person for the right job is now easier with Library Jobs: How to Fill Them, How To Find Them published by The Oryx Press.

Intended to guide both employer and applicant, this volume addresses the principles of job recruitment and applicant response at both entry- and advanced-level positions. Also included are practical, step-by-step techniques to guide both employer and applicant through the hiring process.

Personnel theory and practice are applied to the field of library and information science, with useful examples given of resumes, cover letters, and job descriptions.

In addition, applicant screening strategies, interviewing guidelines, and technique (including appropriate questions for both employers and applicants), salary offers and benefits packages, and considerations for multiple job offers are included to provide guidance for professionals on either side of the “hiring line.”

Author Barbara I. Dewey is Director of Admissions and Placement, School of Library and Information Science at Indiana University. A frequent lecturer on career planning and development, she is widely published in the area of library professional placement.


ALA Office for Library Personnel Resources Establishes Career Network

The ALA Office for Library Personnel Resources announces a new service intended to help librarians with the career planning process. The service, Librarian-Career Resource Network, consists of a volunteer network of librarians who agree to make themselves available for discussion of career-related questions by telephone or letter or at ALA conferences.

Job hunting and career planning manuals recommend the “information interviewing” process. The Librarian Career Resource Network is intended to put librarians in touch with others who can help them with this process.

Librarians interested in volunteering to assist other librarians should write: Librarian Career Resource Network, ALA/OLPR, 50 E. Huron St., Chicago, IL 60611 for guidelines and a registration form.

The Office for Library Personnel Resources will publish a directory of Librarian Career Resource Network volunteers when the list is complete.

"ARE WE TO BE A NATION?"
LIBRARY OUTREACH PACKETS AVAILABLE

The American Library Association (ALA) is offering outreach packets of materials developed for the traveling exhibition on the U.S. Constitution titled “Are We to Be A Nation?”

The exhibition, funded by the National Endowment for the Humanities, is traveling to 30 libraries across the U.S. The outreach packet has been developed for use by libraries not hosting the complete exhibit.

Packets include a slide and cassette tape (60 slides and pulsed tape) based on the traveling exhibition, a 17-minute video program “Portraits 1787,” 2 posters, 50 brochures and programming suggestions. The packets are sold at cost—$60 plus postage and handling.

To order, write or call the ALA Public Information Office, 50 E. Huron St., Chicago, IL 60611; 1-800-545-2433.
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ASSOCIATE DIRECTOR FOR PUBLIC SERVICES APPOINTED FOR METRO LIBRARIES

Lee B. Brawner, executive director of the Metropolitan Library System, has announced the appointment of Donna Morris as associate director for public services.

Morris has a Masters of Library Science from the University of Oklahoma and has been with the Metropolitan Library System for 18 years. Her previous positions have included branch head librarian at Southern Oaks and Capitol Hill Libraries, chief of extension services and manager of public services. She was acting associate director for public services before her permanent appointment to the position.

"Donna has stepped in and performed beautifully as acting director. We're lucky to have such a competent person," commented Brawner.

Ms. Morris, who lives in Norman, enjoys scuba diving and snow skiing with her sons, Matt and Jeff, and her husband Kenny.

WALDEN NEW PUBLIC SERVICE MANAGER

Judith Walden is the new public service manager for the Metropolitan Library System. Lee B. Brawner, executive director, has announced.

She comes to the position from Belle Isle Library, where she was regional branch head for five years. Previously, she was head of Bethany Library for two years. She replaces Donna Morris, who is now associate director for public services.

Walden earned a master's degree in library science from North Texas State University in Denton, Texas, in 1973.

Before joining the Metropolitan Library System, she worked at the Amarillo (Texas) Public Library.

A BICENTENNIAL PROJECT FOR OCLC MEMBER LIBRARIES

As part of the celebration of the Bicentennial of the U.S. Constitution, librarians have been purchasing books and making information available on the Constitution. In the interest of making these materials as accessible as possible, we are urging all participating members of OCLC to make a conscious effort to put their United States Constitution holdings on the OCLC system. Many people seem to be having difficulty finding particular books on the Constitution. Because most schools and small libraries are within a reasonable distance of a library that is a member of OCLC, it should not be too difficult to locate these books. The project will also encourage using Interlibrary Loan to obtain these books. I want to urge all members of the OCLC system to cooperate in this Bicentennial endeavor and commend them to all of you who are anxious to make use of the wealth of material which has been, and is being, published in recognition of the need to know more about that remarkable document, the United States Constitution.

Anne Million
University of Oklahoma Libraries
and member of CONSTITUTION 200, the Oklahoma Bicentennial Commission

Friends of Libraries U.S.A. launched National Library Week by awarding an honorary life membership to Pennsylvania State University Football Coach Joe Paterno for his leadership in raising almost a half million dollars for development of the university library.

Paterno is the first to receive an honorary life membership in the national organization, which represents more than 3,000 Friends of Libraries groups with 750,000 members nationwide.

"At a time when heroes are in short supply, Joe fills the bill of role model," said Richard C. Torbert, president of Friends of Libraries U.S.A.

"He combines success on the playing field with intelligence and caring. America can pay attention to this man who has used his success to the rich benefit of libraries at Penn State and, through his example, throughout the country."

Paterno and his family have given $120,000 toward The Paterno Libraries Endowment. In recognition of Paterno's Fiesta Bowl National Championship, the Penn State Athletic Department has given $200,000 to the fund.

Paterno's example has stimulated other gifts. The university library reports that giving is up 377 percent.

"Joe makes books and libraries an integral part of the lives of his players, and has enhanced their world as a result," said Torber. "Joe has been quoted as saying, 'As a coach, I have always emphasized the importance of a quality education and (the endowment fund) was a chance to support that belief... I strongly believe the cornerstone of any great university must be a quality and comprehensive library system.'

Don't take the First Amendment for granted!