



MPLA Newsletter

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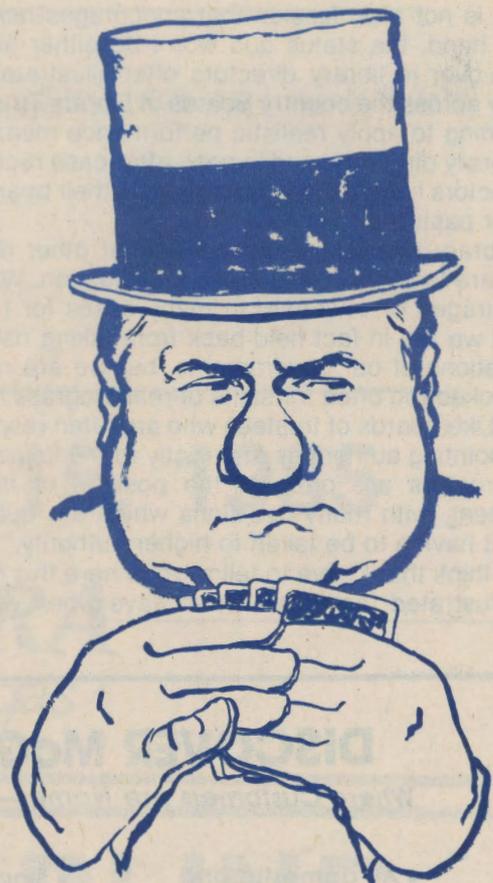
Risk Taking

Charles Robinson
Director, Baltimore County Public Library
Speech given Sunday, June 24, 1984, at the American Library Trustee Association President's Breakfast for State Associations.

I was particularly gratified when Barbara Cooper asked me some months ago to speak at the ALTA Breakfast in Dallas. First of all, because I think that the Public Library Association has a very special relationship with the American Library Trustee Association—after all, aren't they our bosses? Secondly, Herbert Davis is on my own Board of Library Trustees and currently is Treasurer of that Board and pays my travel expenses. When it comes to my Board, I take no risks! Finally, I am glad to see so many State Librarians and so many State Association Presidents in the audience here this morning: we are particularly proud this year in Maryland of our State Librarian, Nettie B. Taylor who will receive the ALA Lippincott Award a few days from now, and Kenna Forsyth, the President of the Maryland Library Association, is a member of our staff.

So you can see that I feel very much at home talking before this group, although I must add that there is no greater risk than trying to give a speech in front of your own family—as we all know, they can be your severest critics. And believe me, I have taken enough criticism from Nettie, Herbert and Kenna through the years and I am not looking for any more.

In most cases, members appointed as trustees in public libraries across the United States are political appointees. For some reason, people don't like to be called "political appointees," but I think in most cases library trustees are appointed because of their position in the community and the confidence of the elected officials



that they will do conscientious jobs of administering a public agency. The rest of us who work for State Libraries or Public Libraries, and for academic libraries are government employees. So all of us, whether trustees or librarians, work in some capacity or another for government.

After twenty-five years of government service, it has been my observation that taking risks is seldom rewarded, and making a mistake is very often close to suicidal, at least for a library administrator, and very often for a trustee. Taxpayers are quick to jump on any

mistake which the ever-present investigative reporter of the local newspaper manages to ferret out; but many improvements made in the operation of local government or in the provision of services are hardly noticed by those same taxpayers and certainly not by investigative reporters. That is a fact that we have to face and have become used to.

Even more risky is fooling around with the financial structure in most local governments. It is a rule of thumb that many contractors use that bids made to government for products or services must be considerably higher than those made to private industries or individuals, not only because of slow payment, but because of the tremendous amount of red tape which must be gotten through before a check arrives in the mail. There is usually no reason for any government employee to work a little bit later or put out a little extra effort to get a check out to a supplier because it won't do the accounting department any good or him personally either.

Even if we don't consider ourselves ordinary government workers but rather librarians, librarianship, like medicine, is not a profession that encourages risk. On the other hand, the status quo won't do either as the rapid turn-over in library directors often illustrates; increasingly across the country Boards of Library Trustees are beginning to apply realistic performance measures to their library directors, and in case after case recently, these directors have been encouraged by their boards to seek other pastures.

As a library director, I can testify that other library directors are faced with an interesting situation. We are not encouraged or rewarded in many cases for taking risks, and we are in fact held back from taking risks by the regulations of our governments, but we are nevertheless looked too often for signs of real progress in our libraries. Like boards of trustees who are often responsible to appointing authorities or directly to the taxpayers, library directors are often in the position of middle management, with many decisions which are quite insignificant having to be taken to higher authority.

I don't think that I have to tell anyone here this morning the frustrated feeling we often have when we are

either prevented from making decisions which we think are right for our libraries because of rules and regulations which seem to have been written to **prevent** action rather than to encourage it, or the discouragement of doing something which you really think is the right and proper thing to do and having it back-fire, or worse than that perhaps, having the action result in no effect at all.

It is a common experience and happens to all of us at one time or another. You extend extra unearned sick leave to an employee who happens to be in a situation where he or she is ill with no sick leave left, and a few months later, that same employee is accusing you of being unfair for one reason or another, seemingly having forgotten your suspension of the rules earlier. As a trustee or a library director, you have made sure that your staff receives higher annual raises than anyone else in the local government, and then you receive a delegation from the union or staff association accusing you of unfair treatment because the financial situation doesn't allow you to initiate dental insurance. Despite lower salaries paid to your staff than those in private industry, you have been able to build an effective and dedicated corps of people, partly on the basis of an excellent retirement system, when the State Legislature decides that the whole thing costs much too much money and cuts the benefits drastically for future years. You defend intellectual freedom carefully with a book selection policy, good in-service training, and careful protection of the people's right to read, and then some crazy politician promises to cut your book budget in half unless you take one particular book out of the library.

Why bother to be a trustee or a library director, or a state librarian at all? After a number of such experiences, any of us might be tempted to back off and to become less involved, thinking much more about maintenance of the status quo than taking any risks at all to better the service that we give to the public. We all admit that we need to be appreciated, but sometimes the world does not always respond correctly, or worse, it shows its contempt for what we feel is right.

I heard recently the story about an African leader who was called from retirement to take over an important

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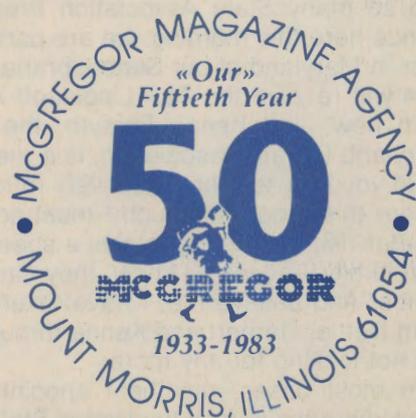
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new post in his government. He realized that all of his predecessors had been eventually either deported, imprisoned or killed, and he wasn't terribly enthusiastic about the prospect. On the other hand, he felt there was an opportunity to help the people of his embattled country, and he faced a difficult decision. One of his friends who knew his situation handed him a note which had some words on it which went something like this:

- If you do good, people will accuse you of selfish ulterior motives, do good anyway;
- If you are successful, you will win false friends and true enemies, succeed anyway;
- The good you do today will be forgotten tomorrow, do good anyway;
- Honesty and frankness make you vulnerable, be honest and frank anyway;
- The biggest people with the biggest ideas can be shot down by the smallest people with the smallest minds, think big anyway;
- People favor underdogs but follow only top dogs, fight for some underdog anyway;
- What you spend years building may be destroyed overnight, build anyway;
- People really need help, but may attack you if you help them, help people anyway;
- Give the world the best you've got and you'll get kicked in the teeth, give the world the best you've got anyway.

I have often observed that new members of boards of library trustees have taken the assignment because it is an honor and in some way recognition; they find later that they are faced with decisions which are unpopular and challenges which are extremely difficult to deal with. Even after having done a job for some years which is difficult and taxing, often they are unappreciated. At the same time, library directors feel pretty good upon being appointed to their jobs and later, in many cases, they taste the ashes in the mouth.

What keeps us going? Like members of our staffs, it isn't the pay, it isn't the benefits, sometimes it isn't even the appreciation you may get from the public or fellow government officials—the real reward is a sense of accomplishment and the realization that you had something important to do with that accomplishment. That feeling, I have found, lasts longer than my bi-weekly paycheck.

But to attain significant accomplishments is almost impossible with the strictures that I have mentioned which affect us, without risk, and I would hope in most cases, of course, calculated risks. Calculated risks are very necessary in the application, for example, of new and rapidly developing technology to libraries, and some of these risks are not even very easy to calculate because of the fact that technology in libraries is so new, and so we have to face the possibility of taking **uncalculated** risks, which is a risk within a risk, so to speak. Taking risks in the area of technology will help your library adopt a new procedure which may work perhaps 80% of the time, but **never** will it work as well as you hope, and certainly it will never work as well as your vendor says it will. Of course, if it fails, there is the very real possibility that you can share the blame; get everyone's approval and when things go wrong you can point the finger at everyone else—boards of trustees can point the finger at the director, and the director can point to

the board, and each board member can point to each other board member. This is standard procedure in the building construction game. During the past 20 years, we have erected some 20 to 25 buildings in Baltimore County, and they are all standard buildings—full of mistakes which are costly and inconvenient and sometimes just plain ugly. For these hundreds of errors, no contractor, no architect, no engineer, and certainly not the Public Works Department, and most certainly not I—have taken the blame not once, and we are all as guilty as sin.

Another effective way of sharing the blame is the often engaged-in practice these days of using a RFP—a request for proposal—when you are buying a new technology. Never mind the fact that your library may not have adequate job descriptions, a limping performance appraisal system, if any, and few challenges for your staff, which, of course, costs a great deal more taxpayers' money than any automated charging system. Issue a RFP which details all the things you want your automated charging system to do and which no system in existence does, and which, of course, you will get bids on even if no one can do the things you request, and you will be safe from criticism and will be able to blame the vendor for all its failures. Come to think of it, though, no library director whom I have known has ever purchased the wrong automated charging system, by their own testimony. Of course, the story told by some of their successors is not quite the same.

Pointing the finger at someone else is a perfectly standard and accepted method of diminishing the cost of risks. It is not always possible, of course, and then you may be on a limb out there all by yourself. I have been particularly fortunate during the 20 years that I have spent with my library because I have never been on that limb all by myself. My entire board has usually run out there to stand there with me, or alternatively, I have run out to follow my board members. Generally, they think it is fun, but they calculate the risks very carefully; when we fail, as we sometimes do, the board chalks that up to experience and goes on to another matter.

Herbert Davis, over here, is the one who taught me to negotiate with vendors by holding out the opportunity of payment in advance for some product or service or some proper quid pro quo. As a result, we have gotten lower prices, better service and a lot of enthusiasm from many of the people with whom we deal. Following his lead, I gave a check to a consultant before she had started work at all so that she would not have to advance her own funds for travel from California. She was so surprised that she almost fell dead, which, of course, is where the risk lies; it would probably be very difficult to get the funds back from her estate. Nevertheless, I think she will put that extra effort into working with our staff on her consultant task.

Years ago, most of the public libraries in our state took the risk of extending service to anyone in the state without fee, and much to everyone's surprise, they were not overrun by people from other jurisdictions decimating their collections. That act has probably done more than any other single act to make the libraries of Maryland feel as if they are really one service unit serving the population of the entire state, and the small risk was certainly worth it considering the gain that the people of Maryland have made.

From Your President



we need to be sure that our needs are known. . . our positions are clearly understood. Libraries cannot be obscure and survive the next series of budget cuts that President Reagan has promised. Even though we are small fish in a big pond, libraries have already been recommended for \$0 funding in the recent past and only the help of Congressional friends assured continued funding of LSCA and ECIA. Our national legislators are also helping to wage the fight against the downgrading of librarian positions in the federal system as proposed by OPM and the Reagan administration. These are fights that we must continue.

What the future holds for school, academic, public and special libraries is up to us. It is our responsibility to know our legislators (state and national). It is our responsibility to keep them informed about issues that affect libraries (like telecommunications costs, postage rate hikes, etc.). It is our responsibility to meet with them when they are in our district for public forum meetings, to write the letters, send the telegrams, make the phone calls. If we don't do it, who will?

From time to time you will be hearing from your MPLA State Representative that the MPLA Executive Board is urging you to take action on a bill that will affect libraries. Please take the time to sit down and react to that request immediately. It has been proven again and again that it only takes a few let-

ters to get a representative's attention. Let's not miss an opportunity to use our regional influence. MPLA represents 28% of the area of the continental U.S. (24% of all 50 states). We are not small. We are significant! Let's start thinking that way!

—Dorothy

Promises, Promises

Finally the election is over and we can listen to the television or radio without being constantly bombarded by political ads. Important issues have been decided. . . tax limitation issues defeated. . . a question establishing bond authority for construction or expansion of local public library buildings in Nevada was passed. . . several new state-level and national-level legislators were elected and numerous "old" ones returned to office. . . the Republicans won BIG!

As the dust settles, I think it is time for us to stand back and take a look at what this means to us as librarians.

From where I stand it appears that our work has just begun. Now

MPLA Executive Board Activity

The MPLA Executive Board met on August 17 in Las Vegas. Here are some of the items considered at that meeting.

- To encourage stronger representation from state associations the Board approved a two-year experiment involving invitation of state association presidents to attend annual MPLA conferences, with MPLA paying the president's conference registration and banquet meal ticket.

- A report was received showing how our state associations support expenses incurred by State Representatives. The following amounts were reported:

Colorado	Transportation only
Kansas	\$350 a year
Montana	Pays all expenses
Nebraska	\$250 a year
North Dakota	\$1400 a year
South Dakota	\$600 a year
Wyoming	\$600 a year

- It was reported that the MPLA

Risk Taking (continued from page 3)

There are many stories that you can tell me and which I can tell you of risks that have paid off—some where risks have been a complete disaster. But the next time you are facing a decision which involves a certain amount of risk, I offer to you the proposition that taking risks is certainly a good deal of fun (at least to us gamblers) and the rewards in the sense of accomplishment can be considerable. After all, if we don't put ourselves out on a limb, all we can say is that "at least we didn't fail." Then, of course, everyone who doesn't try to do something new can say the same. If you want your library to be successful in the eyes of your supporters and in your own eyes, you are going to have to take risks, thought-out and calculated risks to be sure, but real risks.



Jobline currently receives 30 to 40 calls a week, and that more job notices are being sent to Jobline.

- Helen Higby, Wyoming Library Association, presented MPLA with a check for \$9,529.96, as MPLA's share of the Tri-Conference proceeds.

- The Board approved inviting Arizona and New Mexico to attend the joint MPLA/NLA conference in Las Vegas at member registration rates.

- The Board took action to show its support for continuation of the University of Denver Library School.

- Considerable work has already been done on planning the "Libraries and the Learning Society" joint conference with the Nevada Library Association, September 12-15, 1985. Tom Jones, Vice-President, is striving for a conference with as compact a schedule as possible (yet full of strong content), so that the membership will be free evenings to enjoy Las Vegas.

At its December 17 meeting in Denver the Board worked on the following:

- Approved a \$40,945 budget for 1985 which continues to actively support continuing education and professional development efforts.

- Learned that, for the present time, the Idaho Library Association will not seek membership in MPLA.

- Accepted an invitation to hold its 1988 conference in Omaha with the Nebraska Library Association.

- Gave approval to sponsoring a preconference at the Montana Library Association convention, May 1, on "Library Services to Rural Areas."

- Received a Continuing Education Committee report on two pre-conference grants, one to the Utah Library Association on "Public Libraries and the Property Tax," and one to the Kansas Library Association on "Cooperative Automation."

WHCLIST News

"Effective Connections" was the theme for the 1984 White House Conference on Libraries and Information Services Task Force annual meeting held in Evanston, IL, September 6-8, 1984. Over half of its 118 delegates hold leadership positions in over 50 national and international organizations, over one-third of its members have testified before committees of Congress. . . we are indeed effectively connected.

WHCLIST has compiled, analyzed and published a report of library development from each state and territory. During the 1984 conference, Joseph F. Shubert, State Librarian of New York, presented a brief review which showed great development of library awareness and progress. If you would like to have a copy of this "Report of the States - 1984," please contact Dor-thie Mahoney, RR 1, Box 2685, Rapid City, SD 57702.

American Library Association Executive Director, Robert Wedgeworth, announced to

(continued on page 7)

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Career Connections

by Mary Carter, Acquisitions Librarian, North Dakota State University

The future is not a choice among alternative paths offered by the present, but a place that is created—created first in mind and will, created next in activity. The future is not some place we are going to, but one we are creating. The paths to it are not found but made, and the activity of making them changes both the maker and the destination.

John Schaar

How many of us actively think about our career's direction when we reach mid-career? And if we do, what do we do about it? Perhaps we apply for a new job, take on a new responsibility or lament that after ten or fifteen years our skills are not as current as they should be. Some people experience a mid-career crisis when nothing about their present job seems interesting; others are only mildly discontented.

But what if we brainstormed on what we would do if we could do anything? Or if we logically examined what we could do with the skills, experience, and education we now possess? The result might be that some of us would stay in our present position, others might go through retraining and change career direction completely, while some would refocus their career on another aspect of librarianship.

In any case, it may be difficult to gain a sense of direction without outside help. A one-of-a-kind service for librarians has recently appeared on the scene to provide guidance and techniques to revitalize mid-careers. Barbara Conroy has created Career Connections, a two-day individualized program that assists participants in examining professional interests and charting a course that can lead them through mid-career quandries.

Ms. Conroy is known to many MPLA members through her consulting work with libraries and active participation in MPLA and ALA. She is also an approved CLENE learning consultant. Ms. Conroy has recently moved from Colorado to Santa Fe, New Mexico. She first introduced Career Connections at the MPLA conference in

Cheyenne last May and has been offering the service since August.

Before arriving in Santa Fe, participants will have already done a good deal of thinking and preparation for Career Connections. Interviews and questionnaires assure that the design for the two days will meet specific needs. They also help participants focus on the activities of the days ahead. In addition, participants may be encouraged to take some standardized vocational interest tests before or after arriving.

The first day of Career Connections involves examining professional and personal values, looking at how change can affect one's life, setting goals, identifying present and needed skills and determining learning strategies. These activities combine to build an action plan: how does one actually go about achieving the goals that were set.

On the second day, participants focus on three specific skills sessions of their choice that are designed to meet individual needs. Career Connections has drawn on the many talented professionals in various fields from Santa Fe to conduct several of the skills sessions. The topics for these sessions include assertiveness, creative thinking, financial strategies, marketing yourself, job seeking strategies, identifying power and developing change strategies, meetings management, negotiating skills, networking techniques, problem solving techniques, project development, and stress management.

During the activities of both days, participants make "reality checks" to assure that the goals and action steps decided upon are indeed possible. Throughout, individualized assessments, exercises and workbooks reinforce one-to-one interchange.

All of these activities combine to make two very intense days. In addition to the two eight-hour days spent in the sessions, there is the emotional stress of dealing with such personal and important topics.

Ms. Conroy's years of experience in adult education and librarianship come into play throughout these sessions. She is supportive yet pushes participants into new territory as careers are examined and alternatives explored.

Career Connections is not a counseling service; Ms. Conroy is a facilitator in arriving at career directions and nothing more. Nor is it a job placement service. Sessions are available on job seeking strategies and personal networking, but participants have to apply these skills to their own situations.

In addition to Ms. Conroy's sole attention for two days, Career Connections offers one year of consulting to support the career decisions made as a result of the program.

Career Connections is also available to groups. While the program plan is basically the same, this method does not allow for as much individualized interaction with Ms. Conroy and some compromising on topics might be necessary. However, the cost is less and for those who have similar needs it may be ideal.

At the end of the two days, participants will leave with realistic and appropriate goals, an assessment of skills and resources and a list of networking connections. With these in hand and the experience of thinking of only this topic for two days, one can perhaps more objectively and confidently create the future.

Additional information about the Career Connections program may be obtained by contacting Barbara Conroy at P.O. Box 9331, Santa Fe NM 87504.

Ms. Carter's Career Connections experience was partially funded by an MPLA Professional Development Grant. For information on Professional Development Grants see your Membership Information folder or contact Joseph Edelen, Jr., MPLA Executive Secretary, I. D. Weeks Library, University of South Dakota, Vermillion, S.D. 57069.

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delegates that the Coalition for Literacy will begin a three-year project this fall consisting of a multimedia campaign to connect literacy tutors to illiterate persons. A panel of teachers and students involved in the Illinois Literacy Project told of their experiences. . . hearing those adults brag about being able to read was indeed a highlight of the conference. WHCLIST has an active Literacy Committee headed by Mildred King of Missouri.

Elinor Hashim, Chair of the National Commission on Libraries and Information Science, joined a panel of other commission members to assure delegates they support the idea of a White House Conference II tentatively planned for 1989. The basic format will follow White House Conference I which was held in 1979. She said that the first conference involved over 100,000 people which elevated consciousness of library users and made advocacy "legal."

Many other speakers informed, entertained and reported to those attending this fifth conference. The Illinois Coalition of Library Advocates (ICOLA) hosted by helping with name badges, transportation and other assistance. A delightful supper amid the bookstacks, was provided by the Evanston Public Library Staff and Evanston Friends of the Library (ELFs), followed by a tour of Block Gallery, Northwestern University, for an exhibition of original watercolors of **Babar**.

Officers elected for WHCLIST were: Barbara Cooper (FL), Chair; Bruce E. Daniels (FL), Vice-Chair; Dorothe Mahoney (SD), Treasurer; Sandy Schukett (CA), Secretary.

— **Dorothe Mahoney**



Around the Region

Colorado

Important Legislation

Two resolutions of special interest were introduced and passed at the annual CLA Conference. Passed by both the CLA Friends of Libraries Roundtable and the CLA Legislative Committee, the resolutions state that a major focus in 1985 will be legislation which impacts public library funding.

Citizens, Friends and library staff concerned with the quality of libraries in Colorado are supporting library legislation which, if introduced and passed, will adjust the funding ceiling imposed by the Colorado State Legislature making funding practices within the state more equitable and giving more funding power to communities who wish to have better libraries. (Tip-sheet, November 1984)

Something New In Trustee Education

That's what is being sought by Nancy Bolt and her consultant firm, JNR Associates, in a project for the Colorado State Library. Engaged to produce trustee education workshops, JNR Associates will as a first step go directly to trustees and ask them what problems they have which could be addressed in workshops.

Group interviews took place November 8, 9 and 10 at three Colorado locations. Joining Nancy Bolt in the project are Alice Ihrig of Moraine College, who brings to the job years of experience in the American Library Trustees Association, and Sandy Stephen from the Maryland State Library. (Library Hotline)

Kansas

Newton Buys Computer

After leasing computer time for three years to operate its systems for circulation, patron registration,

and cash receipts, the Newton, Kansas Free Library bought the computer. It is an IBM System 34 with five terminals, formerly owned by the tool company which did the library software programming, and it cost a total of \$31,000.

The library gets the additional computer time it needs as it expands the system to handle serials and public access. It also gets about \$300 a month from the clients who came along with the computer—enough to cover maintenance.

The library also brings its community of some 16,000 database access via BRS and DIALOG, using an IBM PC. The PC will also be used for participation in the state's interloan system and the library rents time on it for word processing at \$1.30 per hour. (Library Hotline, 11/26/84)

Friends' Foundation Goal

The Topeka Public Library's Friends' Foundation endowment continues to grow. There is now \$55,000 in the treasury, the goal being to reach \$100,000. This goal will enable the library to use earnings from the fund to maintain the library's level of service through "good times and bad." (Friends of the Topeka Public Library News, Fall 1984)

Put A Little LUGZ In Your Life!

What is LUGZ? The acronym stands for "Library Users Group—Zenith," an independent nonprofit professional organization of Kansas librarians and library users with an interest in microcomputer use in libraries. The purpose of the user group is to share information relating to the maintenance and operation of the Zenith Z-100 (and IBM-PC, Zenith Z-150, and other PC-compatible) microcomputers, and their library applications.

LUGZ has already had three organizational and preliminary meetings, and is ready to enter the new year as a professional organization to serve librarian needs. Previous meetings have included such useful information as the use of software programs—Condor, Multiplan, WordStar and specific library applications. (Kansas Libraries, November 1984)

Badly-Needed Interlibrary Loan Funding

Citing the state's abysmal record in filling ILL requests—one third are for books not owned or available—and its holdings count of 2,000,000 books below state and national standards, Kansas librarians are pushing for an \$11 million, five year fix.

The plan is to spend \$2.2 million a year for five years, beefing up key collections and cooperating to avoid unnecessary duplication. The funds would pay for database access as well as for books; all types of libraries would have access to the ILL network. (Library Hotline, 11/26/84)

Montana

Goldcat Is Born

Five county libraries in the Golden Plains Federation are participating in Project Goldcat. Using microcomputers, libraries will add their holdings to the Washington Library Network database. Microfiche editions will be placed in public libraries, and other community locations such as mental health centers, thus allowing many people access to library services.

Shirley Krotz, Glasgow City-County Library Director, is providing training on interlibrary loan procedures and Goldcat formats. Other participating libraries are: Roosevelt, Daniels, Phillips, and Sheridan Counties.

Project Goldcat is scheduled to be completed by 1989. (Montana State Library News, Sept./Oct. 1984)

BAHSIC Formed

The Parmly Billings Library has been awarded a \$31,578 grant from the National Library of Medicine to fund the Billings Area Health Sciences Information Consortium (BAHSIC). The majority of the award will be used to hire a medical librarian to improve library services and coordinate resources for local professionals in the health science field. (Montana State Library News, Sept./Oct. 1984)

Nebraska

Octanet Transmits 100,000th ILL Request

Octanet—the computerized interlibrary loan network operated by the Midcontinental Regional Medical Library Program—has now completed 100,000 ILL transactions. Since beginning on April 5, 1982, Octanet has averaged over 3500 requests per month. Close to 600 libraries in Region 4 have been assigned access codes for the system.

Serials holdings for the seven Resource Libraries in the six states of the Midcontinental Region are stored online for access by the Octanet system. ILL requests are input and sent to the Resource Library that actually holds the item. Requests for articles not available within the Region are transmitted automatically to the National Library of Medicine.

Computer services are provided by Washington University, St. Louis, and the network is managed by the MCRMLP offices in Omaha. Octanet serves as a prototype for NLM's DOCLINE system (Document Delivery Online), which will be implemented later this year. (Nebraska Library Association Quarterly, Fall 1984)

Nevada

Nevada Librarians Carry The Day

General Election Day, 1984, was a "red letter" day for libraries and information service in the State of Nevada. Two issues on the state ballot were crucial to the future of Nevada's libraries. A constitutional amendment so that, substantially, all state and local government taxes and fees may be imposed or raised only by a two-thirds vote of the respective public legislative body and a majority vote of those voting in the affected area, and a limit placed on property tax revenue, would have severely impacted public library supported. Known as Question 12, it was defeated by 52.03%.

Question 9 was a proposal to issue state general obligation bonds in the amount of 10 million dollars for the purposes of building and expanding public libraries. Question 9 was approved by 57.07% of the voters, carrying by 37,681 votes. The authority for the State to assist localities with construction projects to approximately 50% of costs is created. Localities will initiate their projects and apply to the State for this assistance. Final approval authority rests with the Legislative Interim Finance Committee to approve or disapprove any project proposed. This success with the voters' positions the library community of Nevada in the best situation ever, as it prepares for the 1985 legislative session next January. (Nevada State Library news release)

Archives Commendation

The Nevada State Division of Archives and Records in Carson City has won a Certificate of Commendation for its contribution to the Preservation and Conservation of Nevada's Historical Local Government Records.

The American Association for State and Local History conferred the award at its annual meeting in Louisville, Kentucky. The association's awards program is the nation's most prestigious competition for local history achievement. (Dateline, October-December 1984)

North Dakota

Statewide Automation Studied

A Technology Committee is now examining the means of achieving automation goals in North Dakota. Their goal: Through automation upgrade the quality of library service to meet the needs of individuals and agencies by increasing statewide access to library resources. One of the interesting objectives set by the Committee is to "develop a mechanism to link interstate and intrastate automation systems." (MPLA Representative report)

1985 Legislative Effort

NDLA's legislative efforts for 1985 will deal with state aid for

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public libraries—again! The Legislative Committee has asked the State Library to request full funding of the state aid "formula" previously developed, the formula being \$1 per capita for cities and \$1 per capita plus \$5 per square mile for counties. At present, the formula is funded at only a 72% level. This would amount to a request of 1.5 million dollars. (MPLA Representatives report)

South Dakota

Humanities Match for Automation

The Sturgis Public Library was the recipient of one of the community program project grants from the South Dakota Committee on the Humanities, matching \$12,000 given by Alan and Lillian Lushbough, Sturgis residents. The grant and gift will allow the library to complete a bibliographic computer project.

The project, slated for completion by November 1985, includes placing all library materials in data files, then preparing a COM catalog of the collection for distribution throughout the county served by the library. Ten microfiche readers were purchased to be distributed with the COM catalog. (Meade County Times-Tribune, 10/11/84)

Chaim Potok Speaks At Augustana

Over 800 people—students, faculty, staff, friends and neighbors of Augustana College (Sioux Falls)—recently packed the campus chapel to hear two different addresses by Chaim Potok, a man described as "the most powerful storyteller living."

And tell stories he did. . . about "core-to-core culture conflicts" and the integral part they play in all great novels; about his own conflicts as a youth struggling to follow the call of literary pursuits while remaining loyal to the Jewish tradition; about his mother Molly who thought it better for him to become a brain surgeon and write stories in his spare time; about painting, politics, society and religion and much, much more.

His Sioux Falls appearance was co-sponsored by the Augustana Library Associates, the South Dakota Committee on the Humanities, the Sioux Falls Jewish Welfare Board, Augustana Student Congregation and the Augustana Bookstore. (News release)

Mitchell Librarian Returns From China, Saudi Arabia

Sylvia Minton, director of the public library in Mitchell, returned this summer from a seven-month stay in Saudi Arabia and China where she helped establish libraries containing books and manuals relating to high technology equipment. Her work included training workers to order materials, use purchase orders and organize card files of materials dealing with computers and other high-tech items sent from the West. Teaching such things to those with relatively small English vocabularies and a limited concept of libraries was a real challenge, she said. "I had to deal with people who didn't even have a concept of what a library is," she said. "The technical materials had to be cataloged and classified in English, then translated to another language."

While in Saudi Arabia, Minton, as an employee of the government, was required to wear a black veil and black cloak called an abea-h. Her personal freedom was extremely limited but living conditions were good. Living conditions in Beijing, China, were also good, although travel was more restricted there than in the United States.

One similarity Minton discovered in both countries was a reverence for the printed word. Even secular books are considered valuable, almost sacred. Government censorship of foreign newspapers occurs in Saudi Arabia. References to Israel and the Jews are torn from newspapers by government officials who screen the newspapers.

The reverence for books gave Minton an opportunity to spread American librarianship ideas. "They didn't understand that books are to be used," she said. "To them, a book is a very precious thing. I would be unpacking books and putting them on a shelf and they would say, 'But somebody will take them!' I said, 'That's the idea!'" (Bookmarks, September-October 1984)

Loaning Fourteen Computers

Cooperation between elementary school principals, the Watertown Regional Library and elementary students and their parents has resulted in a unique new program at the Watertown Regional Library.

Grade school administrators learned of a grant which would make \$10,000 in computer software available from Micro-Ed of Minneapolis, Minnesota to schools providing that such materials would be placed in a central location for the use of all students. They formed a committee made up of all elementary school principals (both public and parochial), the director and board chairman of the public library and a representative of the Watertown Parent-Teacher Organization.

This group applied for the grant with the understanding that the materials obtained would be placed in the library where they would be available to parents of elementary school children. The purpose of the program is to provide parents with the opportunity to use educational materials to assist their children and to familiarize parents with the type of thing their children are exposed to daily in school.

It was decided that the library should also have computers available for those families which did not have home computers. Through the PTO a candy sale was held throughout the city with elementary children selling candy.

A surprising \$10,000 profit was realized through the sale which was used to purchase 14 computers and disk drives. The computers are available to be checked out for one week at a time. The computers can be checked out only to parents of elementary students, K-6. (Librarian's report)

Utah

Library Literacy Program

The Weber County Library Adult Literacy Program has received a \$500 grant from the B. Dalton Bookseller National Literacy Initiative.

The grant will be used to expand the library's tutoring program and to develop a procedure to measure and evaluate student progress. The Weber County Library Adult Literacy Program began in October 1983 and currently has 14 tutors and students working together. Another 18 students are waiting for tutors.

The B. Dalton Bookseller National Literacy Initiative is a 4-year, \$3 million plan to aid in the literacy effort. Since September 1983, B. Dalton has contributed almost \$800,000 to literacy programs through more than 200 grants. (Roughdraft, November 1984)

Insurance Company Aids Library

The New York Life Insurance Company has donated \$5,000 for the purchase of "Marketplace" materials for Salt Lake County Library. "Marketplace" is being developed to use the latest techniques to emphasize information categories that are most popular among area residents—real estate planning, personal finance, current affairs, parenting, computers, best sellers and children's books. Books, periodicals and audiovisual materials on these subjects will be placed in European-style market stalls and located strategically for maximum exposure and easy access at the Whitmore Library. (Horsefeathers, September 1984)

Marriott Library Designated As Patents Depository

The University of Utah Marriott Library has been designated as the nation's 52nd Patent Depository Library and will eventually offer public access to all U.S. patents. As Utah's only patent depository library, it will play an important role in providing statewide public access to the rich technological information found in patents.

As a part of the national network of patent depository libraries, the Marriott Library will receive microfilm copies of the complete texts, which include specifications and drawings of current patents as they are granted by the U.S. Patent and Trademark Office. In addition, the library is required to purchase a minimum of a 20-year back file of

patents. Present holdings date back through 1981. (Horsefeathers, October 1984)

Wyoming

New State Library Building Proposed

Construction of two state office buildings was proposed to the Capitol Building Commission to house the State Library and the Archives, Museums and Historical Department. The project, entitled Wyoming Centennial and Heritage Center, calls for the construction of two buildings on one site with a plaza between them.

Estimated cost for the entire project is \$40 million with approximately \$33 million for construction. The State Library would have 72,280 square feet of space covering two floors, plus a basement and the Archives, Museums and Historical building 214,000 square feet, covering four floors and a basement.

Representatives of the two agencies have made initial presentations and will be called for additional information. Proposed completion date is July 10, 1990. (Outrider, September 1984)

Fralely to Visit China in '85

Barbara Fraley, Johnson County Library director, will join a team of library and information specialists from throughout the country for a visit to the People's Republic of China in the spring, 1985.

Delegation members will spend approximately 20 hours per week in technical meetings and discussion sessions, institution and faculty visits and informal gatherings with Chinese colleagues. The trip is being coordinated by the Citizen Ambassador Program of People to People International.

Purpose of the trip is to discuss the issues, problems and solutions of modern library science with China's library administrators and planners and information science experts. Americans will learn about the modernization of one of the world's oldest established library systems and gain insight about the culture. (Outrider, October 1984)

UW Offers New Masters

School personnel may be especially interested in a new program offered by the University of Wyoming. A master of science in instructional technology was initiated this spring and it offers three options: media management, production, and instructional development.

Barbara Chatton, assistant professor, said the media management option provides a core of library science classes surrounded by technology with library concerns, particularly equipment that would be used in a school or junior college setting.

The production option focuses on making audiovisual materials and Ted Vaughan is the contact person on that area. Instructional development concentrates on the planning and using of non-print materials. This area might be of more interest for example to school district coordinators. Barbara Hakes is the faculty member to contact. (Outrider, October 1984)



About You

Kim Bang, Acting Head of Technical Servicing at South Dakota State University, won an MPLA membership at the South Dakota Library Association convention.

Jackie Basaraba, Williston (ND) High School, won an MPLA membership at the North Dakota Library Association convention.

Diedre Conkling has been promoted as head of the Southwest Branch of the Weber County Library System.

Phyllis Dalton, Las Vegas, is the *Support MPLA Advertisers*

author of **Library Service to the Deaf and Hearing Impaired**, just published by The Oryx Press.

Ruth Foley, Systems Consultant to the Colorado State Library, has taken a position with the Bay Area Library and Information System at Oakland Public Library.

Ann E. Kelver, Director of the Arapahoe (CO) Regional Library District, has announced she will retire on December 31. She was appointed as the District's first librarian in 1966 and has directed the library for 18 years of expanding library services.

A. Dean Larsen has been promoted to Associate University Librarian at Brigham Young University. He was Assistant University Librarian for collection development.

Jane A. Larson, formerly a Library Associate at the I. D. Weeks Library, University of South Dakota, is the new Director of the Vermillion (SD) Public Library.

Bonnie R. Mack, who was librarian at the Rapid City Regional Hospital, is now the coordinator of the Statewide Health Sciences Information Network at the University of Wyoming.

Dorothie Mahoney, Rapid City, received the Friend of South Dakota Libraries Award from the South Dakota Library Association. She was also elected Treasurer for the WHCLIST Task Force.

Dorothy Rice is program chair for an ALA pre-conference next July in Chicago, sponsored by ALA/LAMA's new section, Fund Raising and Financial Development Section.

Sue Sandness, Minnehaha County (SD) Rural Library, is the new Director of the Rapid City Public Library. Ms. Sandness also received the New Librarian of the Year Award from the South Dakota Library Association.

Lynnda M. Wangsgard, Assistant Director of the Weber County (UT) Library, has been appointed Director. She has been with the system for 15 years.

Dorothy Winter, University of Nevada Serials Librarian, received a special citation award at the Nevada Library Association annual conference for her significant and extensive editorial contributions to the Intermountain Union List of Serials.

Newly Minted

Junior High Contemporary Classics, a list of 50 top-quality, high-appeal works of fiction for grades 7-9, has been compiled by the children's and youth adult editorial staff at **Booklist**. The bibliography, prepared as a companion to the "Everychild" list, will appear in the December 15 issue of **Booklist** and will be available as a reprint. A single copy will be sent upon receipt of a self-addressed, #10 envelope, stamped with 37¢ postage. Order from **Booklist/Junior High Classics**, ALA.

Financial Assistance for Library Education, Academic Year 1985-86 is an annual directory giving information on national awards and on scholarships, fellowships, grants and assistantships from state library agencies and associations, educational institutions and local libraries. \$1 covers postage and handling for single copies from SCOPE, ALA.

The Changing Information Needs of Rural America—The Role of Libraries and Information Technologies was published by the National Commission on Libraries and Information Science (NCLIS) and the U.S. Department of Agriculture (USDA) as a result of hearings held on the topic. Copies may be obtained by writing to Jane Thomas, NCLIS, GSA Building, 7th and D Streets, S.W., Suite 3122, Washington, DC 20024.

Library Service to the Deaf and Hearing Impaired, by Phyllis Dalton, is a comprehensive

resource designed to develop awareness, understanding, and action in the employment of library programs for this audience. \$37.50 from Oryx Press.

Researching the Germans From Russia, by Michael M. Miller, provides access to the "Germans From Russia Heritage Collection" located at the Institute for Regional Studies in the North Dakota State University Library, and to the Library of the Germans from Russia Heritage Society, Bismarck, ND. Available Summer 1985.

Master Tab for the IBM PC tabulates survey questionnaire data into finished tables, with library applications including ALA output measures, RTSD collection evaluation recommendations, and patron surveys. Comes with 140-page manual and a 40-page tutorial, with 30-day return privilege. \$250 from Marketing Data Research, Dept. L43, 8103 104th Street, S.W., Tacoma, WA 98498.

Video Display Terminal Workstation Ergonomics provides guidelines covering the entire spectrum of design criteria for workstation, including furniture, climate, lighting and noise. This brochure, Product No. 819, is available at \$1.50 per copy. OCLC members may prepay or be billed; nonmembers must prepay. Send billable orders to OCLC, Documentation, 6565 Frantz Road, Dublin, OH 43017-0702; send orders with payments to OCLC, Dept. 630, Box ONB, Columbus, OH 43265.

Storytelling With Puppets, by Connie Champlin and Nancy Renfro, guides librarians and teachers toward using their imaginative talents in storytelling and also provides specific practical information in story adaptation, puppet selection and construction, and child participation techniques. \$19.95 from ALA.

Exciting, Funny, Scary, Short, Different and Sad Books Kids Like About Animals, Science, Sports, Families, Songs and Other Things is the first book to combine

children's own descriptions of what they like to read with librarians' knowledge of available books. Edited by Frances Carroll and Mary Meacham. \$10 from ALA.

Science Books for Children: Selections From Booklist, 1976-1983 is a handy compilation of annotated citations describing approximately 500 of the best trade science books chosen primarily from titles reviewed in **Booklist**. \$15 from ALA.

Basic Budgeting Practices for Librarians, by Margo Trumpeter and Richard Rounds, instructs how to plan and prepare a budget, how to present it to ensure its adoption, and how to use it in managing the public or school library. \$25 from ALA.

Grow Your Own Tree educational kit produced by the National Arbor Day Foundation is a complete learning package aimed at grades K-3. Write Media Productions and Marketing, Inc., 344 North 27th Street, Lincoln, NE 68503 for information.

Genealogical Prospecting in Nevada, A Guide to Nevada Directories is now available through the Nevada Library Association. Send a \$3.50 donation to cover printing and handling to Nevada Library Association, c/o Gretchen Billow, Learning Resources, Western Nevada Community College, 2201 W. Nye Lane, Carson City, NV 89701.

National Planning for Library Service, 1935-1975 studies the evolution of national library planning and related public policy from the era of the depression through the mid-1970's. This book is an object lesson for present-day library and information services planners and policymakers both within and outside government. Authored by R. Kathleen Molz, it is available from ALA.

Disaster Plan Workbook gathers together the basic information necessary to cope with disasters that can damage library and archival collections. The format allows space for each individual in-

stitution to fill in local information to be called in case of emergency and the location and inventory of emergency supplies. \$10 from New York University Libraries, Collection Management Office, 70 Washington Square South, New York, NY 10012.

Reference Service: An Annotated Bibliographic Guide, Supplement 1976-1982, by Marjorie E. Murfin and Lubomyr R. Wynar, has a broader scope than the original volume published in 1977. It reflects the increased emphasis on information retrieval and other computer applications, with new sections on the teaching function of reference service, information brokers, the online catalog, and ethics and standards. \$35 from Libraries Unlimited.

MicroUse Directory, by Ching-Chih Chen, is a 500-page directory of over 1100 general-purpose and 300 library-specific software application programs resulting from Mr. Chen's MicroUse database work, partially supported by OCLC and Simmons College Fund for Research. \$99.50 from MicroUse Information, 1400 Commonwealth Avenue, West Newton, MA 02165.

Volunteers in The School Media Center, by Linda Bennett, provides thorough, detailed information on exactly how volunteer involvement can be planned and managed, without threat to permanent staff. \$23.50 from Libraries Unlimited.

Crossroads, Proceedings of the First National Conference of the Library and Information Technology Association, edited by Michael Gorman, consists of papers covering in detail the theory and practice of current library and information technology. \$40 from ALA.

Online Catalogs, Online Reference: Converging Trends, edited by Brian Aveney and Brett Butler, is a collection of papers given at a 1983 conference sponsored by the Library and Information Technology Association to address the parallel but presently unconnected evolution of online public access catalogs and online reference systems. \$20 from ALA.

Cataloging Government Documents: A Manual of Interpretation for AACR2, prepared by the ALA Government Documents Round Table. It discusses those rules in AACR2 which need clarification, and it develops guidelines for aspects of government document cataloging not covered in AACR2. \$35 from ALA.

Continuing Education

Dates: February 1-3, 1985

SLA Winter Education Conference

Sponsor: Special Libraries Association

Location: Philadelphia, PA

Description: This is the first Winter Education Conference for SLA, offering a variety of continuing education programs. A "Marketing and Public Relations" program will be offered as one of the five segments of the Middle Management Institute. For the first time a special workshop for paraprofessional and support staff will be given. Other offerings will be workshops on interpersonal communication skills, library automation, budgeting techniques, and microcomputer operations.

Contact: Ellen Gerber, Special Libraries Association, 235 Park Avenue South, New York, NY 10003. 212/477-9250.

Dates: March 6-8, 1985

Libraries, Books and Culture

Sponsor: Graduate Library Schools, University of Texas and the University of North Carolina.

Location: Chapel Hill, NC

Description: The role and significance of graphic records in society are the focus of this national library history seminar. It will focus on how graphic records are gathered into collections and provide insight into cultural

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history. Speakers scheduled to address general sessions include John P. Feather from Loughborough University, England, David D. Hall of the American Antiquarian Society, David Kaser from Indiana University and Margaret W. Rossiter from Harvard University. The conference is being funded with a grant from the National Endowment for the Humanities.

Cost: (If attending two luncheons) \$30.

Contact: Dr. Donald G. Davis, Jr., Graduate School of Library and Information Science, The University of Texas at Austin, Education Building 564, Austin, TX 78712-1276.

Dates: March 8-9, 1985

Library Preservation: Implementing Programs

Sponsor: ALA/RTSD and the Library of Congress

Location: Alexandria, VA

Description: To educate those mandated with planning and implementing library preservation or conservation programs and to offer sound procedures to aid in the management of such programs. The Institute is aimed primarily at middle-management library staff who have responsibility for supervising library conservation or preservation programs, whether as a single charge or as part of a group of related supervisory functions.

Cost: \$205 registration for ALA/RTSD members; \$230 for ALA Personal Members; and \$255 for Non-ALA members.

Contact: Library Preservation Program, ALA/RTSD, 50 E. Huron St., Chicago, IL 60611

Dates: March 2-16, 1985

London Library/Theatre Tour

Sponsor: Emporia State University

Location: London, England

Description: Sponsored by the School of Library and Information Management and the Theatre Arts Department of ESU, the tour provides an opportunity to attend three London theatre productions and visit libraries in London. Two hours of graduate credit may be earned for an additional fee.

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Cost: \$884 with a reservation of \$100 due by December 31, 1984 (includes transportation from Kansas City, thirteen nights at a hotel based on double occupancy, continental breakfasts and theatre tickets.) A tour of Oxford libraries is available at extra costs. Graduate credit may be taken for \$72.40 (in-state) or \$145.90 (out-of-state).

Contact: Marylouise Meder, School of Library and Information Management, Emporia State University, Emporia, KS 66801. 316/343-1200, ext. 203.

Dates: September 3-6, 1985

Regional Collection Development Institute

Sponsor: Resources Section, ALA/RTSD

Location: University of Washington/Seattle

Description: This institute will be offered elsewhere in the country, but this is the only site in the Northwest. It is an intensive four-day workshop designed to assist librarians in learning more about all aspects of collection development, with emphasis on skills which can be used in the librarian's own institution.

Cost: To be made available in 1985.

Contact: Mrs. Linda Gould, Chair, Planning Committee, Collection Development Institute, University of Washington Libraries, Seattle, WA 98195.

LITA/CLSI Scholarship

Sponsor: ALA's Library and Information Technology Association and C. L. Systems, Inc.

Description: To begin in 1985, the scholarship is a cash award of \$1500 made to a beginning student on the master's degree level in an ALA accredited program in library and information science with emphasis on library automation. It is designed to encourage the entry of qualified persons into the library automation field who plan to follow a career in the field and who evidence leadership in, and a strong commitment to, the use of automated systems in libraries.

Contact: LITA, American Library Association, 50 E. Huron Street, Chicago, IL 60611.

Joblist

Position: **Librarian II**, Art & Music Department, Main Library

Salary: \$24,828-\$29,208

Library: Omaha Public Library

Duties: Involves responsibility for operation of one of nine branch libraries or a major department of the main library. Supervision is exercised over subordinate professional, paraprofessional and clerical employees.

Qualifications: Two years experience in professional library work, a recognized college or university degree, supplemented by one year of graduate level study leading to an MLS or any equivalent combination of experience and training. Supervisory experience preferred.

Contact: Mary Ann Olson, City of Omaha, Personnel Department, 1819 Farnam Street, Omaha, NE 68183.

Position: **Director, Public Library Services**

Salary: \$35,500 +

Library: Kansas City, KS

Duties: Main library, two branches, bookmobile, new suburban \$4 million branch under construction. 1984-85 operating budget \$1.665 million.

Qualifications: Requires ALA accredited library science degree, 10 years' professional library experience with background in business administration, supervision, personnel, public relations and technical processing.

Contact: Resume and references to Dr. O. L. Plucker, Public Library Building, 625 Minnesota Avenue, Kansas City, KS 66101.

EEO Employer

Position available immediately

Position: **Library II, Library Development Consultant**

Salary: \$21,912

Library: Kansas State Library

Duties: Direct and develop the activities of the library development division of the state. Initiate and encourage library public relations activities for public awareness.

Assist library support groups in their activities. Provide initiative for special project in library development and extension of information services. Work in assistance to the Kansas Library Network Board.

Qualifications: Requires an M.L.S., three years of recent activity in the delivery of library services, and familiarity with recent developments in automated library services.

Contact: Request application forms from Lois E. Snoe, Personnel Officer, Kansas State Library, State Capitol, Topeka, KS 66612.

EEO Employer

Position: **Director of Medical Libraries**

Salary: Negotiable

Library: Memorial Hospital, Colorado Springs

Duties: Memorial Hospital is a 300-bed acute care hospital, has an opening for an experienced medical librarian to assume the duties of library director.

Qualifications: Requires MLS degree from ALA accredited library school plus at least three years of professional experience in a medical library. Substantial knowledge of medical reference services, interlibrary loan, MEDLARS searches, selection of library materials and budget preparations. Should have experience with personnel management and strong communication and interpersonal skills.

Contact: Send resume and references to Memorial Hospital, Personnel Department, 1400 E. Boulder St., Colorado Springs, CO 80909.

EEO Employer

Deadline: January 18, 1985

Position: **Manager, Bibliographic Systems & Services**

Salary: \$25-30,000 with benefits

Library: Bibliographical Center for Research

Duties: Network management position responsible for program administration including budgeting, planning, and supervision of training and support staff of nine. Incumbent coordinates OCLC system installations, provides

technical assistance and training, and markets OCLC services for a network of over 280 libraries in the mountain plains states.

Qualifications: MLS and 3 years professional experience. Must demonstrate experience with and a thorough knowledge of: the OCLC systems, library networking, education and training techniques. Should have excellent communication skills (oral and written) and be willing to travel extensively. Management experience and experience with microcomputer systems and reference database services desirable.

Contact: Send resume and names of 3 references to Joyce Coyne, Personnel, BCR, 1777 S. Bellaire, Suite G-150, Denver, CO 80222.

EEO Employer

Deadline: January 24, 1985

Position: **Senior Librarian, Extension Librarian/Institutional Library Coordinator**

Salary: \$17,014-\$19,302 DOQ

Library: South Dakota State Library

Duties: Include working in an advisory capacity with 11 institutional libraries (including four correctional facilities, mental hospital, five special schools and hospitals, and veterans home) consulting in all phases of library service. Opportunity to assist in development and implementation of new programs.

Qualifications: Ability to establish and maintain effective working/advisory relationship and knowledge of principles of current library practices required. Bachelor's degree in library science and 5 years experience (ALA-accredited MLS and 3 years experience preferred) or an acceptable combination of education and experience.

Contact: Application/resume must have Social Security #, mail to Bureau of Personnel, 118 W. Capitol Avenue, Pierre, SD 57501.

EEO Employer

Deadline: February 1, 1985

Position: **Director**

Salary: \$25,000

Library: Fargo Public Library

Duties: Library services of city

of 63,000 in a metro-urban area of 125,000 on the North Dakota-Minnesota border. Main library, one bookmobile. Budget \$580,000, circulation 410,000, OCLC, Easylink, 17 employees.

Qualifications: Creative person with three to five years administrative experience including budgetary, managerial and planning responsibilities. Ability to implement new information technologies. Demonstrable commitment to interlibrary cooperation and resource sharing. Must communicate well with staff, library board, government officials and public. MLS from an ALA accredited school.

Contact: Send resume and three references to Chairman, Selection Committee, Fargo Public Library, 102 North 3rd Street, Fargo, ND 58102.

EEO Employer

Statement of Publication

The **MPLA Newsletter** is published bi-monthly. Material of regional interest may be submitted to the Editor, Jim Dertien, Sioux Falls Public Library, 201 N. Main Avenue, Sioux Falls, South Dakota 57102. Matters pertaining to individual or institutional membership, claims or orders for back issues should be sent to Joseph R. Edelen, Jr., MPLA Executive Secretary, c/o USD Library, Vermillion, South Dakota 57069. Correspondence on paid advertisements should be sent to the Advertising Manager, Jim Dertien, Sioux Falls Public Library, 201 N. Main Avenue, Sioux Falls, South Dakota 57102.

Back issues of the **MPLA Newsletter** and the **Mountain Plains Library Association Quarterly** are available in microform from Xerox University Microfilms, 300 N. Zeeb Road, Ann Arbor, Michigan 48106.

Joblist & Classified Rates

There is no charge to MPLA personal or institutional members for Joblist or classified advertisements. Nonmembers pay \$1.25/line.

Copy Deadlines

MPLA representatives in each state are responsible for supplying the **Newsletter** with information to share throughout the region, but all librarians are invited to send in newsworthy items. To assure publication in any given issue, please submit copy by the dates indicated below to the Editor.

January 7..... February issue
March 7..... April issue
May 7..... June issue
July 7..... August issue
September 7..... October issue
November 7..... December issue

ISSN 0145-6180

Libraries and the Learning Society

A joint conference of the
Mountain Plains Library Association &
Nevada Library Association

Featuring:

"Books in Bloom" - Connie Champlin (pre-conference)

"Electronic Age Libraries" - Wilfrid Lancaster

"Marketing Your Library" - Anne Mathews

"Learning to Lobby: Lobby for Learning" - Dina Titus

"Dynamic Library Programs for Learning"

"Government, Religion, Pornography and You"

and many additional excellent theme programs. Expect full conference program and registration information in the April 1985 Newsletter.

September 12-15, 1985

RIVIERA
Las Vegas



MPLA JOBLINE

605/624-2511

EMPLOYERS:

Need to list a vacancy in your library? Write the **MPLA Jobline**, I.D. Weeks Library, University of South Dakota, Vermillion, SD 57069. The **MPLA Jobline** is a 24 hour a day recorded message of library vacancies primarily in the MPLA region. Each listing runs for four weeks. There is no charge for listings from within the MPLA region. Libraries outside the region are charged

\$10 per week per listing.

JOB SEEKERS:

Call the **MPLA Jobline** 605/624-2511 for the latest vacancies. The recording - updated each Thursday - begins with a summary of the vacancies, followed by full details on each position.



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Vermillion, SD 57069

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- Information on new technology in librarianship
- Support of regional Library efforts
- News of people and programs in member states

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DIRECTORY OF OFFICERS

MPLA OFFICERS

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South Dakota State Library
State Library Building
Pierre, SD 57501
605-773-3131

Vice President: Thomas T. Jones
Veterans Memorial Library
520 Avenue A. East
Bismarck, ND 58501
701-222-6410

Secretary: Dorothy Middleton
East High School
2800 E. Pershing
Cheyenne, WY 82001
307-635-2481

Past President: Donna R. Jones
Pioneer Memorial Library
375 W. 4th
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913-462-3881

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Greeley, CO 80639
Office - 303-351-2987
Home - 303-352-0595

STATE REPRESENTATIVES

Colorado: Gail Dow
Denver Public Library
3840 York Street, Unit 1
Denver, Co. 80205
303-571-2348

Kansas: John Ellert
Wichita Public Library
223 South Main
Wichita, Kansas 67202
316-262-0611

Montana: Bunny Morrison
2135 Silver Sage Trail
Billings, MT 59102
(406) 252-0811

Nebraska: Carol J. Connor
Lincoln City Libraries
14th & N Streets
Lincoln, NE 68508
402-435-2156

Nevada:

Joseph J. Anderson
Nevada State Library
Capitol Complex
Carson City, NV 89710
702-885-5130

North Dakota:

Diane Caley
Ward County Public Library
405 3rd Avenue SE
Minot, ND 58701
701-852-5388

South Dakota:

Dorothy Liegl
South Dakota State Library
State Library Building
Pierre, SD 57501
605-773-3131

Utah:

Mary Petterson
Weber County Library
2464 Jefferson
Ogden, UT 84401
801-399-8517

Wyoming:

Helen Higby
Wyoming State Library
Supreme Court & State Lib. Bldg
Cheyenne, Wyoming 82022
307-777-7281

SECTION REPRESENTATIVES

Academic Libraries:

V. Sue Hatfield
Emporia State University
William Allen White Library
Emporia, KS 66801
316-343-1200, Ext. 205

Children's & School:

Judy Zelenski
Central Colorado Library System
3805 Marshall St., Suite 204
Wheat Ridge, CO 80033
303-422-1150

Junior Members Round Table:

David Jacka
Bellevue Public Library
1003 Lincoln Road
Bellevue, NE 68005
402-293-1580

Public Library/Trustee

Jerry Kaup
Minot Public Library
516 2nd Avenue SW
Minot, ND 58701
701-852-1045

State Agency:

Steve Ooton
Arkansas Valley Regional Lib. Sys
205 West Abriendo Avenue
Pueblo, CO. 81004
303-542-2156

Technical Services:

Mary Carter
North Dakota State University Library
 Fargo, ND 58105
701-237-7440

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Central Kansas Library System
1409 Williams
Great Bend, KS 67530
316-792-4865

Constitution and Bylaws:

Jerry Kaup
Minot Public Library
516 2nd Avenue SW
Minot, ND 58701
701-852-1045

Continuing Education:

Carol J. Connor
Lincoln City Libraries
14th & N Streets
Lincoln, NE 68508
402-435-2156

Convention Handbook:

Dorothy Middleton
East High School
2800 East Pershing
Cheyenne, WY 82001
307-635-2481

Finance:

Duane Johnson
Kansas State Library
3rd Floor, Statehouse
Topeka, KS 66612
913-296-3296

Intellectual Freedom:

Heather McQuarie
Bemis Public Library
6014 South Datura
Littleton, CO 80120
303-795-3826

Nominating:

K. L. (Jan) Janecek
North Dakota State University
Library
 Fargo, ND 58105
701-237-8887

Professional Development Grants:

Cynthia Berner
Westlink Branch Library
8515 Bekemeyer
Wichita, KS 67212

Public Relations:

Blaine Hall
Brigham Young University
Library
5226 HBLL Library
Provo, UT 84602
801-378-6117

Voluntary Recognition:

Stephen K. Ooton
Arkansas Valley Regional Library
205 West Abriendo Avenue
Pueblo, CO 81004
303-542-2156