

## Library Roundup

### Young Adult Librarians Meet at Quail Roost

Young adult librarians in North Carolina had a rare opportunity in March when the North Carolina State Library sponsored a conference entitled "Understanding Youth: the Psychology of Adolescence." Co-ordinated by Nancy Wallace, Young Adult Consultant (Division of the State Library, Department of Cultural Resources), the conference was suggested by the need of young adult librarians around the state to learn more about the teenagers that they deal with in their work. Judy Brown (Young Adult Librarian, Durham City-County Library), Robert May (Associate Director, Forsyth County Public Library System), and Diana Tope (Coordinator of Services, Sandhill Regional Library), assisted Miss Wallace in planning the program. Forty-five librarians attended the conference to hear speakers from the surrounding Research Triangle (Durham, Chapel Hill and Raleigh) on March 20-21, 1974 at the Quail Roost Conference Center, Rougemont, North Carolina.

Dr. James Gallagher, Director of the Frank Porter Graham Child Development Center (UNC at Chapel Hill), spoke on "Stimulating Productive Thinking in Students." Dr. Gallagher, a dynamic person, brought every member of the conference into active participation in his talk. He discussed creativity and the four different

types of thinking: cognitive memory, convergent thinking, divergent thinking, and evaluative thinking, and illustrated how one should use each of these to elicit the most creative response from the child. The teaching of values is a sensitive area, but Dr. Gallagher demonstrated how one can encourage the child to think about values without making him feel that one way is "right" and another way "wrong." Dr. Gallagher stated that sometimes the best thing that can happen to the student is to get him out of the school and into situations such as the library where he is able to learn independently but with help when he needs it.

An evening session brought three ministers who have experience in counseling for "Conversations." The Reverend Edward C. Lecarpentier, Jr., an Episcopal minister, the Reverend Roderick O'Connor, a Catholic priest, and the Reverend T. Melvin Williams, Jr., a Baptist minister, talked informally with the group, telling of some of their ideas and experiences in counseling young people, and answering numerous questions from the group.

The following morning Dr. Billie Corder, Clinical Child Psychologist, Dorothea Dix Hospital (Raleigh), spoke on "The Emotional Needs and the Developmental Phases of Adolescence." Dr. Corder talked engagingly of her experiences in young adult group therapy. She explained that the adolescent is very preoccupied with

himself and his own physical and mental growth, and many of the irritations he exhibits are defenses and coverups for what he feels is his personal failure to measure up to the "ideal." Dr. Corder expressed the opinion that there are not any really good books for teenagers on sex at present, but she feels that libraries should have the best of what is available on open shelves. Teenagers should not have to ask for a book that is under the desk or in a "special collection" because this is embarrassing to them. They should feel free to read these books in the library because it is very important that they understand that their complex feelings about themselves are normal.

This conference was the third in a series developed by Nancy Wallace and sponsored by the North Carolina State Library. The first, "Publishers and Librarians: Channels of Communications," was held at the Quail Roost Conference Center March 7 and 8, 1973. Doris Bass from Random, Knopf, Pantheon; Portia Clark from Macmillan; and Stephen Roos from Harper and Row, came from New York to exchange thoughts and problems with some forty young adult librarians from around the state. Miss Wallace was assisted in planning this conference by Judy Brown, Vivian Brown, Valerie Knerr, Robert May, Larry Nix, Ron Ritter, Kay Taylor, and Diana Tope of the Adult and Young Adult Services Committee, Public Libraries Section, North Carolina Library Association.

The second in the series brought Mrs. Connie Saheb-Ettaba, Director of Library Services for Bro-Dart West, in May of 1973, to discuss the development of music collections in the public library.

These three programs have been a real asset to the librarians of North Carolina, giving them an opportunity to learn and develop ideas for better serving the young adults of our state.

### Learning Resources Association

Librarians, audiovisual specialists, individualized instruction coordinators, library technicians, media technicians, college and

university professors — all got together May 1-3 at Greensboro for the first annual conference of the North Carolina Community College Learning Resources Association.

The program was designed to provide something for everyone working in a learning resources center.

Over a two-day period, ten workshops were conducted on such topics as: "Cognitive Mapping," "The LRC in Instruction," "AV Repair and Maintenance," "LRC Construction," "English as a Second Language," "Management by Objectives," "Developmental Studies and the LRC."

In a banquet address, Dr. Mayrelee Newman, Associate Professor of Education, Appalachian State University said:

I want to begin by congratulating you for what I consider to be demonstrated leadership in conceptualizing and effectively developing the real LRC concept as few others in the Nation have done.

Officers selected for the next year are Neal Hardison (Sampson Technical Institute), President; Shirley McLaughlin (Asheville-Buncombe Technical Institute), Vice President; Shelby Bordeaux (Bladen Technical Institute), Secretary; Mark McGrath (Beaufort Technical Institute), Treasurer.

Cassettes of Dr. Newman's address may be obtained from Ms. Margaret Fulk, Western Piedmont Community College (1001 Burkemont Avenue, Morganton, North Carolina 28655).

Cassettes of Dr. Hill's presentation may be obtained from Mrs. Mable Howell, Lenoir Community College (P. O. Box 188, Kinston, North Carolina 28501).

Notices of future happenings with LRA will be sent to NORTH CAROLINA LIBRARIES.

The LIBRARY PROFESSIONAL STAFF DEVELOPMENT COMMITTEE OF J. Y. JOYNER LIBRARY, East Carolina University, sponsored a mini workshop May 23, which was directed by DR. DUDLEY V. YATES, Director of Stetson University's Dupont-Ball Library in Deland, Florida. The purpose

of the workshop was to enable the professional staff to better understand accreditation by regional accrediting associations in college and university libraries. Dr. Yates received his Ph.D. in Library Science from Florida State University. His dissertation was entitled "An Analysis of the Bases Used by Library Evaluators in the Accreditation Process of the Southern Association of Colleges and Schools." Since 1971 he has also served as an evaluator of libraries for the Commission on Colleges of the Association. He discussed the accreditation process itself and his own experiences as an evaluator.

During recent years the accreditation process of the Southern Association has been criticized and, because of this, they initiated their own self-study. There are several major reasons for this criticism, and Dr. Yates believes that the first of the reasons is the wide variance of quality among the libraries. Another area of criticism has been the possible lack of objectivity because representatives of the colleges and universities design the criteria for evaluation and at the same time pay the association for membership. The third reason is the lack of communication among the association, evaluator, and the college after the evaluation has been completed. And finally, a need exists for more quantitative criteria for the evaluator to use, especially if he is inexperienced.

A solution that Dr. Yates suggested involved qualitative levels of college libraries, that is, in order to be accepted the library must fall within a range of quantified norms, and exceed these norms to be outstanding. He also suggested that more cooperation among accrediting bodies is needed and beginning or inexperienced evaluators should be permitted to accompany an experienced evaluator on an accreditation visit.

MISS VALERIE VILLINES, Serials Librarian, from Elizabeth City State University, attended the workshop as part of the Interlibrary Cooperation that is developing between her institution and East Carolina University.

WILSON LIBRARY, UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL has been designated a Public Policy Research Center by the American Enterprise Institute for Public Policy Research. The library will receive a copy of each of the Center's numerous publications as it is issued. A shipment of all available past publications has already been received. The Center sponsors research, dialogue and publication in economics, law, government and foreign policy.

A cuneiform tablet from the Wilson Library collection is the subject of a recent article in *ORIENT AND OCCIDENT* by DR. DAVID I. OWEN of the University of Pennsylvania Museum.

DR. JESSE H. SHERA, Dean Emeritus of the School of Library Science at Case Western Reserve University, came to WESTERN CAROLINA UNIVERSITY'S HUNTER LIBRARY in late April as part of the new Visiting Scholars Program. During his visit, Dr. Shera lectured to Media Science majors, consulted with the staff and faculty regarding library space needs, and participated in the dedication of the new Archive facilities.

GASTON COLLEGE has been allocated \$500,000 by the State of North Carolina from Federal Vocational Education Act funds to construct a new Learning Resource Center. The new building will triple the floor space and double book capacity, as well as provide space for a learning laboratory. Bids are expected to be let within 18 months.

JOHNSON C. SMITH UNIVERSITY'S DUKE LIBRARY featured PROFESSOR HAZEL AMOS of the English Department reading her poems of the "Creation" during National Library Week. MRS. MATTIE S. GRIGSBY, University Librarian, accepted a book for the library in honor of MRS. MAMIE EISENHOWER from the Charlotte-Mecklenburg Republican Women's Club.

PERKINS LIBRARY, DUKE UNIVERSITY, has been designated by the Foundation Center as a regional collection for materials designed for research on foundations and their grant-making activities. Included in this collection are standard reference works on foundations, periodicals, foundation annual reports on film, U. S. Internal Revenue Service information returns on foundations filing in North Carolina and other selected materials on foundations. JOE REES of the Reference Department attended the 25th Conference on Foundations in San Antonio, Texas, in May as the Library's representative for the Collection.

The CARLYLE CAMPBELL LIBRARY at MEREDITH COLLEGE has purchased the Human Relations Resources files, a microfiche collection of primary source materials on sixty selected cultures and societies representing all principal areas of the world.

THE PIEDMONT UNIVERSITY CENTER'S COMMITTEE ON LIBRARY AFFAIRS conducted an In-Service Acquisitions Workshop for its twenty-one member libraries at the Catawba College Library April 5. BILL MALONE, Librarian at Gardner-Webb College, chaired the committee which organized the workshop. SUSAN MELSON of the University of North Carolina at Charlotte was principal resource speaker.

DR. LOUIS WRIGHT, formerly of the Folger Library in Washington, will be the convocation speaker at the dedication, September 27, of DAVIDSON COLLEGE'S new E. H. LITTLE LIBRARY.

CATAWBA COLLEGE'S CORRIHER-LINN-BLACK LIBRARY celebrated the acquisition of its 100,000th volume on May 3. Approximately 150 Friends of the Library, Trustees, faculty, staff, students and visiting librarians attended the ceremony.

The D. H. HILL LIBRARY at NORTH CAROLINA STATE UNIVERSITY has signed a Memorandum of Agreement with the National Agriculture Library to serve as the national depository for all publications of the North Carolina Agricultural Experiment Station. This agreement is part of a national program whereby the land-grant university library in each state will be responsible for preserving and servicing the agricultural publications of its own state, thereby avoiding costly duplications throughout the country.

FLORENCE E. BLAKELY, Head, Reference Department, PERKINS LIBRARY, DUKE UNIVERSITY, has been awarded the Isadore Gilbert Mudge Citation for distinguished contributions in reference librarianship. The award was presented to Miss Blakely at the Reference and Adult Services Division Membership Meeting on Tuesday, July 9, during the Annual Conference of the American Library Association in New York, July 7-9, 1974.

Miss Blakely attended Presbyterian College in Clinton, S. C. where she received a B.A. in History, Magna Cum Laude. She received a B.S. in L.S. and later an M.A. in L.S. from Peabody Library School. She began her career as reference librarian at the Greenville, S. C. Public Library. In 1948 she joined the staff of the Duke University Library, and later became head of the department.

She also served as a visiting lecturer in Library Science at the University of North Carolina and has been active in the Special Libraries Association, Southeastern Library Association, The North Carolina Library Association, and ALA. In addition she is a member of Beta Phi Mu, the American Association of University Women, the American Association of University Professors, and also held a Council on Library Resources Fellowship in 1970.

The citation to Florence Blakely reads in part: "...By effectively interpreting reference service to the community she serves and through myriad professional activities,

Florence Blakely has become the personification of the best in reference librarianship." While attending the Annual Conference of ALA, Miss Blakely sat on the council of the Association as Chapter Councilor of the North Carolina Library Association. She also chairs the Reference Statistics Committee of the Library Administration Division of ALA, and is Chairman of an ad hoc Committee on Reference Service in Large Academic Libraries of the Reference and Adult Services Division.

SARAH GAYL WINCHESTER of Greensboro has been named recipient of the \$1,000 NCLA SCHOLARSHIP. Miss Winchester, a student in the School of Library Science at the University of North Carolina at Chapel Hill, is a graduate of Curry High School and Greensboro College.

Winner of the \$500 QUERY-LONG SCHOLARSHIP is BEVERLY SUE RICHARDSON of Morganton. Miss Richardson, a graduate of Rockingham High School and Pembroke State University, also plans to do her graduate work at the School of Library Science in Chapel Hill.

The scholarships are awarded annually by NCLA to North Carolina residents preparing to become librarians. A \$100 award was also made from the Joyce C. McLendon Student Loan Fund.

MISS PEGGY KYLE is the initial recipient of the recently established EUNICE QUERY SCHOLARSHIP at APPALACHIAN STATE UNIVERSITY. The annual grant was established by alumni, students, colleagues, and friends of Professor Emeritus Eunice Query upon her retirement after twenty-five years on the faculty at Appalachian State University. The Scholarship assists senior or graduate students in Library Science.

JESSICA BONIN is the new Public Services Librarian in the Periodicals Division, WILSON LIBRARY, UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL. Mrs. Bonin is a graduate of Duke University and the School of Library Science at Chapel Hill.

MARY CANADA, Reference Librarian at DUKE UNIVERSITY, presided on March 1 at the first general session of the Duke University Seminar on Teaching About Canada.

DR. J. ISAAC COPELAND, WILSON LIBRARY, UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL, received an honorary Doctor of Literature Degree from Presbyterian College June 2.

KENNETH FULFORD, a recent graduate of the Florida State University Library School, has become Information Services Librarian at CATAWBA COLLEGE. Mr. Fulford is also an experienced graphic designer.

GLORIA G. GOODWIN has been appointed Young Adult/Community Services Librarian of the CUMBERLAND COUNTY PUBLIC LIBRARY. A graduate of the School of Library Science at Emory University, she has served with the DeKalb County Public Library in Atlanta and more recently as School Librarian at Seoul International School, Seoul, Korea.

An anonymous gift of \$100 was received by the staff of PERKINS LIBRARY, DUKE UNIVERSITY to send a Librarian to the ALA Conference in New York this year. The gift was prompted by the remark of Dr. Doralyn Hickey while accepting the 1973 Margaret Mann award that if she had not had help to get to her first ALA Conference she would not have been there to receive the award. DIANE HARKINS was selected to receive the gift.

JOHN HEYER has been selected to serve in the newly established position of Network Reference Librarian at WILSON LIBRARY, UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL. Mr. Heyer is charged with the specific responsibility of answering reference inquiries from the In-Wats Center of the State Library.

DR. H. G. JONES, former State Archivist for North Carolina, became Curator of the NORTH CAROLINA COLLECTION at the UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL on March 1, 1974. Dr. Jones is a graduate of Appalachian State University, George Peabody College and Duke University. Dr. Jones is the author of three books and numerous articles. *For History's Sake*, published by the UNC Press in 1966, earned him a Merit Award from the American Association for State and Local History, and the Waldo G. Leland Prize for the best American publication in archival history, theory, and practice. Dr. Jones also received the R. D. W. Connor Award in 1956, the Cannon Cup for Historic Preservation in 1971, and the first Distinguished Alumni Award from Appalachian State University in 1971. He was given national recognition for his service as North Carolina State Archivist. Dr. Jones succeeds WILLIAM S. POWELL, who was Curator for fifteen years prior to becoming Professor of History at the University.

NANCY LOUISE KUTULAS has become Reference Librarian at the CUMBERLAND PUBLIC LIBRARY. She is a graduate of Meredith College and the School of Library Science at Chapel Hill. A native of Whitakers, Miss Kutulas served previously with the State Library in Raleigh under an Institute of Government internship.

MRS. VALERIE C. KNERR became Director of the APPALACHIAN REGIONAL LIBRARY July 1. Mrs. Knerr was formerly Extension Services Librarian, Pack Memorial Library, Asheville.

DR. GENE D. LANIER, Chairman, East Carolina University Department of Library

Science, has been appointed to the STATE LIBRARY COMMITTEE. The new committee was established under the Executive Organization Act of 1973. Six of the seven committee members have been appointed by Governor James H. Holshouser. The Committee has the responsibility to advise the Secretary of Cultural Resources on matters relating to the operation and services of the State Library, suggest programs to aid in the development of libraries throughout the state, and advise the Secretary upon any matter to which it may be referred by the Secretary. Other members of the Committee include Guy Carswell, William Hiatt, Mrs. Barbara Kelleher, and Mrs. Dorothy Waiter Ware.

GEORGE R. LINDER, Director of the Durham County Library was recently appointed to the American Library Association's INTELLECTUAL FREEDOM ROUND TABLE PROGRAM COMMITTEE.

SUSAN MACKLER, a recent graduate of the School of Library Science at Chapel Hill, has been named Cataloger at the DURHAM COUNTY LIBRARY. Mrs. Mackler is also a graduate of Michigan State University.

AVINASH MAHESHWARY, South Asian Librarian at DUKE UNIVERSITY, chaired a panel in January on "Library and Multi-Media Resources on Asian Studies" at the 13th Annual Meeting of the Southeastern Regional Conference of the Association for Asian Studies. He is also conducting a survey of the holdings of South Asian government documents in the major U. S. research libraries. The research is being sponsored by the Council on Library Resources.

JAMES O. MAY, JR. has been appointed Librarian and Reading Resource Coordinator at the POLK YOUTH CENTER near Raleigh. Mr. May is a graduate of Davidson College and received his Library Degree from Chapel Hill. He was most recently Cataloger/Reference Librarian at Greensboro College.

MARJORIE McCUTCHAN "retired again" in June from the DAVIDSON COLLEGE LIBRARY after serving for two years as Head of Reference and Student Personnel. She will continue to make her home in Davidson.

LAURA O'SHIELDS is Young Adult Librarian at the DURHAM COUNTY LIBRARY. Mrs. O'Shields is a graduate of the School of Library Science at Chapel Hill. She replaces Judy Brown who resigned in May to move to New York.

DR. LELAND M. PARK, Assistant Director, DAVIDSON COLLEGE LIBRARY, returned in May with Ph.D. in hand after 22 months study at Florida State University. He immediately began the task of moving into Davidson's new \$4.2 million E. H. Little Library, scheduled to be dedicated September 27, 1974.

JANE PICKETT, formerly cataloger, has been appointed Head of the Processing Department at the DURHAM COUNTY LIBRARY. Miss Pickett replaces Mrs. Suzanne Cheng who resigned to move to Cincinnati.

DR. JAMES W. PRUETT, Music Librarian, University of North Carolina at Chapel Hill, has been appointed editor of *NOTES: THE QUARTERLY JOURNAL OF THE MUSIC LIBRARY ASSOCIATION*.

CHARLES E. STEVENS, Executive Director of the National Commission on Libraries and Information Science, has been appointed Executive Director of the SOUTH-EASTERN LIBRARY NETWORK (SOLINET). He holds an undergraduate degree from Principia College and graduate degrees in English and Library Science from the University of North Carolina at Chapel Hill.

MISS HANNY TAN, Librarian of the Demographic Institute, University of Indonesia, Jakarta, was an Intern in Population Librarianship at the CAROLINA POPULATION CENTER LIBRARY last spring.

SHIRLEY M. TARLTON has been appointed Associate Professor and Head Librarian of the IDA JANE DACUS LIBRARY, WINTHROP COLLEGE, Rock Hill, S. C. She was previously Head, Technical Services Division, University of North Carolina at Charlotte, and Associate Librarian for Technical Services, Winthrop College.

GAIL TERWILLIGER has been, since February, Coordinator of Children's Services for the CUMBERLAND COUNTY PUBLIC LIBRARY. Miss Terwilliger was previously Head of the Children's Department, Bryan Public Library, Bryan, Texas. She is a graduate of New England College and has an M.L.S. degree from Florida State University.

JOHN T. THOMAS, Head of Reference Services at North Carolina A&T STATE UNIVERSITY LIBRARY, has been selected for listing in the new edition of *Who's Who in the South and Southwest*. Mr. Thomas has also been recently appointed a member of the International Committee on Professor P. N. Kaula Festschrift Series.

ANNE C. WASHBURN has been named Cataloger/Reference Librarian at GREENSBORO COLLEGE. Mrs. Washburn, a recent graduate of the School of Library Science at Chapel Hill, completed her undergraduate work at Brooklyn College. Before coming to Greensboro College she worked at the Confederate Memorial Library in Hillsborough and the Undergraduate Library of the University of North Carolina at Chapel Hill.

MRS. ANN WEBB has been appointed Librarian at COASTAL CAROLINA COMMUNITY COLLEGE. She was formerly librarian at Sandhills Community College in Southern Pines. Mrs. Webb received her A.B. degree in English from the University of Georgia and her M.S. degree in Library Science from Florida State University.

FRANCES DE. WENTZ, Associate Librarian and Cataloger for more than 31 years at CATAWBA COLLEGE, retired in May.

### **Sex-Discrimination Regulation Proposed By HEW — Opportunity To Comment**

The Department of Health, Education, and Welfare is interested in seeing that its proposed sex-discrimination regulation for implementing title IX of the Education Amendments of 1972 (PL 92-318) receives the widest possible attention in the education community.

Title IX, which has heretofore not been implemented, provides that "no person in the United States shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected

to discrimination under any education program or activity receiving federal financial assistance," with a few exceptions.

The proposed regulation is printed in full in the June 20, 1974 *Federal Register*, pp.22227-22240. Far-reaching in scope, it will affect almost all educational institutions—public or private preschool, elementary or secondary school, and any institution of vocational, professional, or higher education. It will apply to both admissions and employment practices in educational institutions.

Comments on the proposed regulation are being actively sought by HEW and may be submitted until October 15 to: Peter Holmes, Director, Office for Civil Rights, Department of Health, Education, and Welfare, P. O. Box 2974, Washington, D.C. 20013. HEW has noted that the proposal may be changed in the light of the comments received.

Members of the library community (including library education) are urged to study carefully the proposed regulation and to send any comments, suggestions or objections to Mr. Holmes at the above-cited address. The ALA Washington Office would appreciate receiving copies of any correspondence you initiate in this regard.

### **Applications Open For 1975 School Library Media Award**

A \$5,000 prize for the most outstanding achievement in providing exemplary media programs at the elementary level is being offered to school systems submitting applications for the 1975 School Library Media Program of the Year.

The new awards program, now in its third year, is co-sponsored by the American Association of School Librarians and the

Encyclopaedia Britannica Companies. It succeeds the EB School Library Awards given during the decade 1963-72.

Top winner of the 1974 competition was Cedar Rapids (Iowa) Community Schools. National Finalist citations were presented to four other nominees: Urbana (Illinois) Community Schools, Fort Knox (Kentucky) Dependent Schools, Beaverton (Oregon) Public Schools, and Arlington (Virginia) Public Schools.

The 1975 awards will be made during National Library Week, April 13-19, and as many as five other school systems may also be cited for the quality of their elementary media programs. Any school system — public, private, or parochial — is eligible to apply.

For application forms, write to the American Association of School Librarians, 50 East Huron Street, Chicago, IL 60611, or your state school library media supervisor. Completed applications must be submitted no later than November 18, 1974.

### Honorary Membership in NCLA

The 1974-76 Honorary Membership Committee solicits your suggestions for persons you deem worthy to receive this honor and requests that you send names, accompanied by biographical information and contributions, within the next six months.

The NCLA By-Laws provide for the Honorary Membership Committee to seek suggestions from all members and to recommend names to the Executive Board prior to the next Spring Workshop.

The criteria for selection are as follows:

1. Honorary memberships be given to both professional and lay persons who have

rendered important service to the library interests of the state.

2. Honorary memberships for professional persons be limited to retired librarians.
3. Honorary memberships for lay persons be given at a time considered appropriate in relation to the contribution made.
4. Contributions of both groups be above the local level:
5. Elections of the past be reviewed with the idea of adding any persons overlooked.

Please review the criteria carefully and send your suggestions to:

Jocelyn E. Stevens, Chairman  
Honorary Membership Committee  
NCLA  
623 Dupree Street  
Durham, North Carolina 27701

### Ranking Structure Instituted in Duke Libraries

On May 28, 1974, the Duke University Librarians' Assembly formally approved the proposals of the Committee on Professional Staff Structure defining a ranking structure for Duke librarians, with mechanisms for implementation and for increased staff participation in Library governance. The four documents which comprise the committee's report (Criteria for Appointment of Professional Librarians, Ranking Structure for Duke Librarians, Committee on Appointment and Promotion, and Duke University Librarians' Assembly) grew out of a two-year study of developments in other university libraries, as well as extensive discussions with members of the Duke staff, Library and University administrations, and knowledgeable members of the

profession outside the Duke community. After receiving the endorsement of the Assembly and the Library administration, the documents were submitted by University Librarian Benjamin E. Powell to the Provost for his approval, with implementation beginning in July.

Basic to the philosophy of the new structure is the idea that rank adheres to the individual rather than the position. The result is a ranking of persons rather than a classification of positions. Thus non-administrative, as well as administrative, merit and accomplishment can be recognized and rewarded.

Under the new structure there will be four ranks whose titles are, in ascending order, Assistant Librarian, Senior Assistant Librarian, Associate Librarian, and Librarian. Each librarian will have a position title and a ranking title, e.g., Subject Cataloger with rank of Senior Assistant Librarian. All librarians who do not hold faculty rank will have a librarian rank. To avoid confusion with the ranking titles, the upper administrative titles will be designated Assistant University Librarian, Associate University Librarian, and University Librarian. Broadly stated, the criteria for promotion in rank are a high quality of performance in the area of the librarian's responsibility; professional and academic achievement; and dedication to librarianship and participation in larger University affairs.

In accordance with the Bylaws of the University, appointments and promotions of professional librarians are made by the Provost, with the approval of the President, upon recommendation by the University Librarian, the Librarian of the School of Law, and the Director of the Medical Center Library. In the Perkins system (all Duke Libraries except Law and

Medicine), ranking and promotion will be determined by a combination of peer evaluation and administrative/supervisory evaluation. Since July 1972 an *ad hoc* Credentials Committee has reviewed and certified the credentials of new professional appointees. More recently an *ad hoc* Ranking Committee has reviewed the vitas and evaluations of the entire professional staff and made recommendations to the University Librarian on the initial ranks, which became effective in July 1974. In October a Committee on Appointment and Promotion, selected by the Librarians' Assembly, will take the place of the *ad hoc* committees, combining both functions in a single peer review committee. Final authority within the Library for appointment and promotion decisions continues to rest with the University Librarian.

The Medical Center librarians have adopted the ranking structure and will participate in all aspects of the Assembly except the Committee on Appointment and Promotion. Ranks will be administratively determined within that system. The Law librarians have decided at the present time to participate in neither the ranking structure nor the Assembly.

Inaugurated in December 1973, the Librarians' Assembly with its three standing committees — Executive, Appointment and Promotion, and Professional Affairs — will help to implement the structure and provide an additional means of staff participation in Library governance and University affairs. Through its committees or acting as a whole, it will channel staff input on professional appointments and promotions, encourage continuing education and professional growth, recommend policies and procedures concerning the Libraries, and assist in maintaining high standards of librarianship.