

Minutes

NCLA Executive Board

The Executive Board and Committees of North Carolina Library Association met in a general session on April 7, 1973 at 10:00 A.M. in the Chemistry Auditorium of North Carolina Central University. The meeting was called to order by the president, Elizabeth Copeland. Dr. Annette Phinazee welcomed the group on behalf of North Carolina Central University. After directing committees to the various meeting places, the Board's meeting began with the following present: Elizabeth Copeland, Gene Lanier, Marion Phillips, Gary Barefoot, Richard Barker, Kenneth Brown, Catharine Weir, Neal Austin, Leonard Johnson, Herb Poole, Nancy Moss.

Minutes of the previous meeting were approved as mailed.

President Copeland announced that a contribution to the NCLA Scholarship Fund had been given in memory of Mr. Richard Barker's mother. A note of thanks from Mr. Barker was read.

The following reports were given:

NORTH CAROLINA LIBRARIES — Herbert Poole, editor, gave a resume of the changes, accomplishments and problems of the journal since his acceptance of the editorship in April of 1972. Mr. Poole pointed out the greatest problem as being financial insolvency. Recently through a direct mail campaign and long distance solicitations, \$1,310 for ads has been committed, with another possible \$700 in the offing. In order for the publication of the journal to continue, the Association must be prepared for a minimum annual cost of

\$4,400. Mr. Poole recommended that the journal's production be shared by the membership by appropriating \$2.00 from each membership subscription for the support of the journal. Elizabeth Copeland reminded the Board that the journal has been subsidized for 18 months and costs of production will be met through the present biennium. Mr. Poole announced that he would be out of the state during the coming year to pursue graduate study. He recommended that David Jensen serve as acting editor-in-chief during his absence.

Grace Farrior moved that the report of Herbert Poole be accepted and that he be commended for his work. The motion was passed.

It was brought to the attention of the Board that future financial arrangements for the journal will be decided by the new Executive Board when they take office in the fall of 1973.

Gene Lanier reported on a survey made by the students at East Carolina University in which they conducted a critical analysis of state library journals and **NORTH CAROLINA LIBRARIES** led all others in the final analysis.

TREASURER'S REPORT — Richard Barker distributed the treasurer's report. The question of interest on the Query-Long Scholarship Fund and bond was brought up. Mr. Barker explained that the bond will expire at the end of the year, at which time the bond might be sold. There was a suggestion that the bond might possibly be rolled in order to collect more interest.

It was then moved and seconded that the report be accepted.

Mr. Barker then distributed the Budget for 1973. There followed a discussion of the budget. It was pointed out that the item, National Library Week — \$200, was no longer needed by previous action of the Board eliminating the need for this expenditure. Neal Austin expressed the view that ALA expenses might also be reduced, however in view of possible increases in travel expenses, it was decided to leave this item as projected.

Motion was made by Neal Austin and seconded by Kenneth Brown that the \$200 from National Library Week allocation in the budget be divided between *NORTH CAROLINA LIBRARIES* and the ALA Washington Office. After some discussion concerning the feasibility of an additional contribution to ALA over and above the dues, the consensus of opinion was that the money should be distributed as the motion stated.

Richard Barker suggested that the possibility of a biennial budget be explored.

The budget was accepted.

Executive Secretary of North Carolina Library Association, Nancy Moss, was introduced to the Board.

1973 CONVENTION PLANS — Gene Lanier gave a resume of tentative program plans. He announced that there will be a General Session Thursday and Friday nights and Saturday morning. He recommended that the traditional Thursday night business session be eliminated. The following speakers were announced: for Thursday morning — Christopher Lehmann-Haupt, Sr., Daily Book Review Editor of the *New York Times*; for Friday morning an attempt is being made to secure Governor Holshouser as the speaker; the Friday night banquet speaker will be Ovid Pierce, author-in-residence at East Carolina University; for Saturday morning, Blyden Jackson, authority in the Southeast on Black Liter-

ature and Southern Collections. Details of the program will be included in the summer issue of *NORTH CAROLINA LIBRARIES*.

Arial Stephens, General Conference Chairman announced that the convention will be Thursday, October 31 through Saturday, November 3 at Benton Convention Center in Winston-Salem. Hilton Inn has been designated as headquarters hotel. Exhibits Chairman is Carlton West and Lucy Bradshaw is local arrangements chairman. Section requests should be made early to Mrs. Bradshaw.

The 1975 Convention site was discussed. Arial Stephens announced that Convention Center in Charlotte will be completed by then, however there is a lack of adequate hotel facilities. Raleigh and Durham were considered but found unsuitable. Myrtle Beach has been suggested as a possible site for a joint meeting with South Carolina. Ken Brown suggested Asheville as a new possibility for future conventions. At the present time however, Mr. Stephens recommends Benton Convention Center for 1975.

Richard Barker made the motion that the registration fee for the Convention remain the same as previously: pre-registration — \$5.00; Registration at conference — \$10.00; Library Students — none.

COMMITTEE REPORTS:

Job Classification — Leslie Trainer presented the report of her committee which was organized to set up a new classification higher than the present Library Assistant I and II. With her committee, composed of Dr. Al Corum, Dean of Learning Resources at Appalachian State University; Dr. I. T. Littleton, Director of the D. H. Hill Library; University of North Carolina at Raleigh; and Mrs. Vera B. Melton, Director of Library Services for the Department of Community Colleges of the North Carolina State Board of Education, meetings were held with Joe Boykin, Library Director at UNC-Charlotte and member of the Ad-

visory Committee of Librarians. Using the Advisory Committee's proposal, a model was drafted which has been accepted. Effective April 1, 1973, a new job classification has been established which meets the specifications laid out in the proposal for an LA III. It is called Library Technical Assistant — at grade 60 — four grades higher than Library Assistant II. Specifications for the classification were included in the report.

Report accepted and appreciation expressed to committee upon completion of their task.

The Board adjourned for lunch.

ALA REPRESENTATIVE — Neal Austin made a report on the Midwinter Meeting which was geared to stimulate development of a national legislative network. Primary concern of conferees was to urge Congress to restore library funding. Issues still pending are: (1) Funds. (2) Efforts to tie state membership to ALA. (3) Tax exempt status for non-profit organizations.

SELA REPRESENTATIVE — Leonard Johnson reported that SELA followed through on making state library journal editors members of editorial board of *Southeastern Librarian*. He announced that honorary memberships were granted to Susan Grey Akers and Hoyt Galvin from North Carolina. Nominations for honorary membership must be made 6 months in advance of meeting to Frances Cheney, Peabody Library School. The 1976 site for SELA is the Regency Hyatt House in Knoxville, Tennessee. West Virginia has been approved as a new member of SELA.

ARCHIVES — Charlesanna Fox (not present) sent message that her committee needs reports and papers from section and committee chairmen to include in archives.

CONSTITUTION AND CODES — No report.

EDUCATION FOR LIBRARIANSHIP — Budd Gambee, Chairman (not present). Re-

port submitted by David Jensen, a member of the committee. This committee has attempted to serve as a clearinghouse for information on continuing education in librarianship and to disseminate this information through *NORTH CAROLINA LIBRARIES* and other publications. Suggestion has been made that an open forum be conducted at the NCLA Convention in 1973 on the relationship between the Library Technical Assistant program in the state community colleges and technical institutes and those of the more traditional library schools. The committee plans to draw up a questionnaire for possible distribution to library education programs in the state this fall.

GOVERNMENTAL RELATIONS — Bill O'Shea reported that his committee had been to see the governor. There is a need for an NCLA Governmental Relations Representative endowed with the power and authority to make decisions on issues related to library legislation.

HONORARY MEMBERSHIP — Grace Farrior presented the names her committee had selected for honorary membership to Elizabeth Copeland for recommendation.

INTELLECTUAL FREEDOM — Ray Moore, Chairman, reported that the committee met and agreed on the following prime objectives: (1) to work out a firm statement on the procedures for all North Carolina libraries to follow in order to recognize and interpret the Freedom to Read Statement, the Library Bill of Rights and the First Amendment the same way that ALA does.

(2) to encourage all libraries to adopt a written book selection policy and that standing policies be re-evaluated and updated to conform to Intellectual Freedom guidelines.

LIBRARY RESOURCES — Rebecca Balentine reported on the adoption of the Inter-library Loan Code as published in *NORTH CAROLINA LIBRARIES*. Committee

projects include: (1) a survey of special collections in the state, some of which will be featured in *NORTH CAROLINA LIBRARIES*, (2) accumulation of monthly checklists, (3) accumulation of annual list of North Carolina Books, and (4) systematic ways of collecting documents locally.

MEMBERSHIP — Marion Phillips, Chairman, made special mention of the good response to the recruiting of new members which was conducted by the Association of School Librarians at the Media Workshop in Durham. She reported that Junior Members Roundtable held recruiting parties in several cities throughout the state during the fall. College and University Section sent membership forms to key persons on each campus for distribution to prospective members. Overall project of the membership committee is to design a brochure for distribution to library schools.

NOMINATING COMMITTEE — Pattie B. McIntyre, Chairman, mailed the report of her committee to President Copeland. Ballots for the election will be mailed May 1.

SCHOLARSHIP COMMITTEE — Mildred Mullis sent a report that 42 applications with scholarship brochures were mailed to colleges and universities throughout the state. To date 4 applications have been received by the committee. Deadline is May 1. Committee will meet to select recipients and president will notify them.

RECRUITING AND AWARENESS — Report made by Gail Ijames who announced the compilation of a "Library Promotion Kit" which will contain slides to illustrate all phases of library service and accompanying cassette cartridge to narrate presentation. This kit will be accessible to any person or group desiring to use it for civic clubs, library board meetings or high school career day programs. A budget request was made to Board for financing of this project.

DEVELOPMENT COMMITTEE — Mae Tucker, Chairman, made the recommendation that the Executive Board amend the *HANDBOOK* in the appropriate places so that all committee member appointees and section officers be asked for a written commitment to participate fully in the activities of the committee or section, especially noting that their attendance at the two spring workshops within a biennium is expected. Suggestion was made that the Spring Workshop be held afternoon and evening, followed by a general reporting session the next morning. Recommendation made that the Executive Board support the Membership Committee's efforts to make an attractive flyer which would be available for distribution to groups and agencies interested in NCLA. Proposed that a network of membership liaison representatives be established throughout the state. That special consideration be given to Junior Members in appointment of Association Committees by president and Executive Board.

STATE COUNCIL FOR SOCIAL LEGISLATION — NCLA was represented at the annual meeting of the State Council for Social Legislation, held in Raleigh on November 20, 1972, by Elizabeth Copeland and Marion Johnson. The Council voted at this time to support legislation on the following issues: (1) Liberalization of the North Carolina abortion laws. (2) A positive approach to drug abuse. (3) Support consumer protection legislation. (4) Abolition of the death penalty. (5) Rights of the mentally ill.

NORTH CAROLINA BOOKS — Elizabeth Lassiter reported on the reprint project recently conducted. She recommended that the committee cease to function, however Mr. William Powell will continue to serve as a resource person.

SECTION REPORTS:

NCASL — Bernie Sheffield reported on the conference held in Durham jointly

sponsored by the Department of Public Instruction, Education Media Association and Association of School Librarians at which approximately 800 librarians were present.

PUBLIC LIBRARIANS — Kathleen Gilleland reported on the work of the eight committees of the section: The A. V., Children's Service Committee, Development, In-Service, and Printed Resources, specifically. Madeleine L'Engle has been secured as speaker for the Public Library Section meeting at the Fall Convention.

RESOURCES AND TECHNICAL SERVICES — Eunice Drum reported that the R & T section is setting up guidelines for a newsletter to be distributed periodically to the entire membership of the section. Executive Board of the R & T Section made a nomination for the 1973 Margaret Mann Citation Award with individual letters of commendation mailed separately.

COLLEGE AND UNIVERSITY SECTION — Herbert Poole reported on the three workshops (2 regional and 1 statewide) sponsored by the College and University Section: Fall Tutorial — Greensboro; Serials Workshop — January in Greenville; Library Management Workshop scheduled in Boone, April 18-20. Plans for the biennial conference include a continuous film series and an open bar.

JUNIOR MEMBERS ROUNDTABLE — Gail Ijames reported on activities of section which included recruiting parties, October business meeting and regional meetings. Cooperating with the Recruiting Committee, JMRT helped to develop the "Library Promotion Kit" which will be available to groups to use in promoting library awareness.

OLD BUSINESS:

AUTOMATION COMMITTEE — Michael D. Sprinkle (not present) reported no meeting of committee to date.

GUIDELINES FOR COMMITTEE ON ARBITRATION, MEDIATION AND INQUIRY

— Neal Austin reported that public library section was the only one that responded. The original guidelines, subject to minor corrections were approved by the Executive Board.

JUNIOR COLLEGE SECTION: Elizabeth Copeland reported that the acting chairman of the Junior College Section had resigned and a new chairman will need to be appointed. 42 members have signed up for this section to date.

NEW BUSINESS:

George Linder presented the idea of aiding the Kittrell College Library which was destroyed by fire recently. Endorsement was made of a resolution to offer assistance by sending books or other support to Kittrell College.

Announcement was made concerning the ALA Las Vegas Tour sponsored by NCLA.

Meeting was adjourned.

Notices

The new computer mailing list is now in use. If there is a duplicate or an error in your address, please return the mailing label with the correction along with your zip code.

The journal has been complimented in recent weeks by numerous requests for reprints of articles appearing in it.

Our printer is unable to produce reprints at a reasonable rate of expense for our readers and therefore we are unable to furnish the same or to arrange for them.

Extra copies of the journal are usually available at \$1.00 each, and we are happy to provide these as long as they last. Inquiries should be directed to the office of the Editor.

NORTH CAROLINA LIBRARY ASSOCIATION

TREASURER'S REPORT

January 1, 1972 - December 31, 1972

Balance January 1, 1972 ----- \$10,451.78

Receipts:

Dues ----- \$ 7,574.85

Association ----- \$ 4,908.00

Sections ----- 2,666.85

School Librarians ----- \$ 327.50

Public Librarians ----- 61.50

Trustees ----- 77.00

College Librarians ----- 2,156.35

Junior Members ----- 13.00

Resources and Technical -- 31.50

NORTH CAROLINA LIBRARIES ----- \$ 1,517.97

1971 Conference ----- 150.00

Gifts ----- 3,080.00

Query-Long Scholarship ----- 9,000.00

Spring Workshop Luncheon ----- 135.50

Interest from Bond ----- 1,200.00

Miscellaneous ----- 16.00

Total Receipts ----- \$22,674.32

Receipts Plus Balance ----- \$33,126.10

Less Expenditures (See List) ----- 25,358.99

Balance December 31, 1972 ----- \$ 7,767.11

FUND BALANCES AS OF DECEMBER 31, 1972

Checking Account ----- \$ 7,767.11

General Fund Savings ----- 15,582.38

Scholarship Fund Savings ----- 10,350.84

Loan Fund Savings ----- 3,000.00

Bond—\$20,000 Federal National Mortgage Assn., 6% 10/1/73

(General Fund 64%, Scholarship Fund 36%) (at cost) ----- 18,893.60

Total Resources ----- \$55,593.93

Date: January 10, 1973

RICHARD T. BARKER, TREASURER

EXPENDITURES

January 1, 1972 - December 31, 1972

Executive Office — Salary	\$ 1,804.03
Executive Office — Expenses	1,497.60
President's Expenses	425.14
ALA Representative	250.00
SELA Representative	236.21
Treasurer's Bond	125.00
Vice-President's Expenses	46.04
1971 Conference	215.39
NORTH CAROLINA LIBRARIES	3,101.35
Dues Refund	30.00
To Loan Fund Savings Account	3,000.00
Transferred to Scholarship Fund	9,150.00
Sections	3,167.75
Returned Check	23.00
NCLA Promotion Mailing of NCASL	200.00
Spring Workshop	146.00
Dues — State Council for Social Legislation	100.00
Dues — American Library Association	55.00
NCLA Scholarship	999.00
Committees	88.48
ALA Washington Office	100.00
SELA Library Survey	500.00
National Library Week	99.00
Total Expenditures	\$25,358.99

NORTH CAROLINA LIBRARY ASSOCIATION

Sections Balance Sheet — December 31, 1972

	NCASL	PLS	TRUSTEES	COLLEGE	R&T	JMRT
Bal. Oct. 1, 1972	\$2,927.84	\$934.14	\$476.28	\$ 797.83	\$291.34	\$ 83.78
Receipts	121.50	6.00	0.00	2,091.85	3.50	2.00
Total	\$3,049.34	\$940.14	\$476.28	\$2,889.68	\$294.84	\$ 85.78
Expenditures	212.83	0.00	0.00	1,702.85	0.00	0.00
Bal. 12/31/72	\$2,836.51	\$940.14	\$476.28	\$1,186.83	\$294.84	\$ 85.78

NORTH CAROLINA LIBRARY ASSOCIATION

1973 BUDGET

INCOME

Dues	\$ 8,000.00
Subscriptions and Ads	4,000.00
Scholarship Fund	200.00
Earnings from Investments	1,500.00
Conference	15,000.00
Miscellaneous	
Total	\$28,700.00

EXPENDITURES

Executive Office	\$ 4,000.00
President	500.00
Vice-President	250.00
Treasurer	200.00
ALA Representative	800.00
SELA Representative	200.00
ALA Dues	60.00
SELA Dues	50.00
Other Dues	100.00
ALA Washington Office	100.00
NORTH CAROLINA LIBRARIES	6,000.00
National Library Week	200.00
Scholarships	1,500.00
Committees	200.00
Sections	3,000.00
Conference	10,000.00
Miscellaneous	
Total	\$27,160.00

NORTH CAROLINA LIBRARY ASSOCIATION PROGRAM FOR MEDIATION, ARBITRATION AND INQUIRY

I. ESTABLISHMENT OF COMMITTEE

In order to carry out the intent and purposes of this program, as hereinafter set forth, a Committee, composed of representatives the units of the Association with policy assignments in the areas hereinafter delineated, one member-at-large, and the President of NCLA is hereby established. The Committee shall be composed of nine members, as follows:

- Chairman, Junior College Section
- Chairman, Public Libraries Section
- Chairman, College and University Section
- Chairman, Resources and Technical Services Division
- Chairman, North Carolina Association of School Librarians
- Chairman, Junior Members Round Table
- Chairman, North Carolina Association of Library Trustees
- Member, Executive Board, N.C.L.A.
- President, N.C.L.A. Chairman

Nothing herein shall preclude the Committee, or its chairman, from drawing into the Committee, on a temporary basis, from time to time, and as may be necessary or desirable, members of other units of the Association when those other units may have interests involved or can supply needed expertise.

II. NAME OF THE COMMITTEE

The Committee shall be known as the NCLA Grievance Committee (hereinafter referred to as the Committee).

III. SCOPE OF RESPONSIBILITY

The Committee is assigned responsibility for mediation, arbitration, and inquiry, relating to tenure, status, fair employment practices, due process, ethical practices, and the principles of intellectual freedom as set forth in policies adopted by the Council of the American Library Association.

The Committee shall have all authority to interpret all pertinent NCLA approved policies in implementing a PROGRAM OF ACTION FOR MEDIATION, ARBITRATION AND INQUIRY and conducting activities to meet its committee responsibilities. Nothing in this PROGRAM OF ACTION FOR MEDIATION, ARBITRATION AND INQUIRY nor in the authority assigned to the Committee shall be understood, implied or interpreted as granting or vesting in the Committee any policy-making function for any unit of the Association. Nothing in this limitation, however, shall preclude the Committee from referring to any appropriate unit the need for NCLA policy.

IV. COMPLAINTS

- A. All complaints of alleged violations received by the Association regardless of the unit or individual receiving such, shall be forthwith transmitted to the Committee. No complaint of any alleged violation shall be considered unless it is made by a party directly involved in the alleged violation.

1. When a complaint is received, whether oral or written, the Committee shall supply a standard form, to be called Request for Action. The form is to be completed and signed, and returned to the Committee by the complainant.
2. Until a completed and signed Request for Action is received by the Committee, no formal* action will be taken.
3. That a completed and signed form is necessary for formal action in no way precludes the Committee from taking informal action, such as, but in no way limited to, telephoning the complainant to offer reassurance or to gather additional information, advising the complainant of local channels for the redress of the grievance, or notifying alternative sources of potential interest and financial support as appropriate. In some instances, "informal" action may include an actual visit to the complainant, whether by a member of the Committee, or by another person or persons the Committee so designates. Such visits, however, will be undertaken only on the approval of the chairman of the Committee, or his designate. "Informal" action may include such emergency action as the Committee agrees is necessary and appropriate.
- B. After receiving a completed and signed form, it shall be the responsibility of the Committee to determine whether the matter is one which comes under its jurisdiction.
- C. If the Committee determines that it has jurisdiction, it shall then determine the most appropriate course of action. Prior to undertaking the action deemed appropriate, however, the Committee shall ascertain that no adequate remedy is available from any alternative source.
 1. Among but not limited to, the possible courses of action are formal mediation and/or arbitration, an inquiry or referral of the matter to a more appropriate agency or organization.
 2. If at any time after filing of the Request for Action, the case involves a law suit, the Committee may determine to file, and may file, an *amicus curiae* brief, or take other appropriate action. The filing of an *amicus curiae* brief, however, should be limited to cases involving issues of primary importance to the NCLA which have not yet been determined by the courts.
- D. Except as provided in V.A., complaints may be withdrawn by the complainant, upon written notification to the Committee, or its chairman, at any time prior to the institution of formal action but not thereafter.
- E. The Committee may decline to proceed further with a complaint at any point in the proceedings, when, in the judgment of the Committee, further action is unfeasible. In any instance when the Committee declines to proceed, a report of the reasons shall be made of the chairman to the NCLA Executive Board.

V. INQUIRIES

- A. When the Committee determines that a just and equitable resolution of the problem cannot be reached through arbitration and/or mediation, and that the matter warrants a formal inquiry, the Committee shall so notify the com-

*Formal action means mediation, arbitration, filing of a brief, or inquiry.

plainant. In such notification, the complainant shall be appraised of the seriousness of such an undertaking, and shall further be informed that he has ten days to withdraw his Request for Action. If, at the end of the ten-day period, the complainant has not withdrawn his Request for Action, a fact-finding subcommittee shall be appointed. This paragraph is to be interpreted as meaning that the Committee may decide to attempt to arbitrate and mediate the problem, or it may determine that arbitration and mediation are not appropriate and/or would be to no avail and may proceed directly to an inquiry. However, no formal inquiry shall be made into cases which are in the process of local hearings, except in extraordinary circumstances, and no formal inquiry will be made into cases which are in litigation.)

- B. The Committee shall appoint a fact-finding subcommittee whose duty it shall be to gather all of the facts involved in the matter, by interviewing the parties concerned, and through other appropriate means.
 1. The fact-finding subcommittee shall be composed, generally, of three persons, including the Chairman of the section involved. Two persons, with the appropriate background of knowledge and experience in regard to the specific situation, shall be drawn from the NCLA membership. In all cases, review by peers shall be provided, so that academic librarians conduct inquiries concerning academic librarians and libraries; public librarians conduct inquiries concerning public librarians and libraries; school librarians conduct inquiries concerning school librarians and libraries; and so forth.
 2. All interviews by fact-finding subcommittees shall be conducted in the following manner:
 - a. All interviews shall be recorded and transcribed.
 - b. Immediately after the completion of all interviews, the subcommittee will prepare a detailed outline to be used by committee in writing the report.
 - c. Transcripts shall be made by the subcommittee for use by committee in writing the report.
 - d. Transcripts, after review, when necessary, by NCLA Legal Counsel and deletion of any actionable material, shall be forwarded to interviewees with certificates of endorsement, for signature and certification. The certificate of endorsement shall read as follows:

CERTIFICATE

I certify that the above and foregoing is a transcript of the interview given by me to the Fact-Finding Subcommittee composed of _____

and _____, in the matter of _____
 _____ on the _____ day of _____
 _____ at _____,

I further certify that the above and foregoing is correct as it stands or has been corrected by me and each correction, addition, or deletion has been initialed by me.

Signed and acknowledged this _____ day of _____ 19_____.

 Signature

- e. Certified transcripts shall be used as background to write the report, after which the transcripts shall be placed in a confidential file designated by the Committee. This file will be accessible only to members of the Grievance Committee, to such persons as the Committee may authorize, and to persons who may require the transcripts for reference in any further hearing(s) by the NCLA Executive Board.
3. Following the completion of a fact-finding investigation a written report of the findings shall be prepared. Such reports of fact-finding subcommittees shall be sent to the NCLA President, who shall direct copies to the NCLA legal counsel and to the committee for further action.
4. It shall be the responsibility of the Committee to recommend appropriate action, based on the facts gathered in the investigation and reported in written form, to the NCLA Executive Board. (Members of the fact-finding subcommittees shall not vote on actions.)
 - a. Reports of fact-finding investigations shall be considered highly confidential and shall not be made public, except as authorized by the NCLA Executive Board.
 - b. Reports of fact-finding investigations, including revisions and recommendations for further action, as determined by the Committee shall be reviewed by Legal Counsel prior to submission to the Executive Board.
 - c. Upon acceptance and approval of reports of fact-finding investigations by the Executive Board, the full report, a summary thereof, or a statement shall be published in N. C. Libraries if so determined by the Executive Board.

At any point in these proceedings the Grievance Committee may recommend that the NCLA Executive Board refer the matter to ALA Staff Committee on Mediation Arbitration and Inquiry, along with accessibility to all pertinent documents.

VI. HEARINGS AND REFERRAL

Should the Committee recommend, and the Executive Board approve, the referral to ALA, the principles shall be notified that a hearing may be held to all of a final opportunity for appeals. Copies of the full report shall be forwarded to the principal(s) at this time.

STATEMENT OF INQUIRIES

In conducting inquiries, the North Carolina Library Association assists in securing fair treatment to employees and to employers; encourages the establishment and conduct of fair employment standards, procedures, and practices; encourages ethical conduct by librarians and institutions; supports professional standards; and makes known the practices of those institutions and individuals whose policies and activities are not conducive to the public good.

The North Carolina Library Association, through its grievance committee conducts inquiries into specific problems of library service and library employment related to such concerns as tenure, status, fair employment practices, due process, ethical practices, and the principles of intellectual freedom.

1. Inquiries are conducted from an objective viewpoint to provide fair and just treatment of all. The decision by NCLA to make an inquiry regarding a situation implies no presupposition as to who is at fault.

2. Requests for inquiries may be initiated by any principal in a particular situation — such as a librarian, a library employee, a library governing body, a library user, an organization of library employees, or any authorized spokesman for such an individual or group. Acceptance of cases for inquiry will be determined by the merits of each case and the importance of the issues involved.
3. Requests for inquiries will be handled promptly and with deliberate speed and dispatch, bearing in mind the goal of effective resolution of the problem.
4. Recommendations and suggestions regarding fair settlements, resolutions of problems, and changes in policies and practices may be provided by NCLA to all parties concerned.
5. NCLA will publish information regarding an inquiry when the findings will be of general concern and assistance to the library profession and to the public good.
6. NCLA anticipates that all local channels (such as institutional grievance or hearings committees, municipal appeals boards, or local AAUP chapters) for resolving the problem will have been used before assistance is requested. NCLA does not usually conduct formal inquiries into cases which are in the process of local hearings or which are in litigation.
7. Inquiries are made with the understanding that all facts related to the case will be made available to the Grievance Committee. If complete information relating to a case is not made available from all principals, the committee will determine the point at which the final report must be prepared due to its inability to proceed further with the inquiry.

is there *Filth*

in YOUR LIBRARY?

Censorship is Alive and Well in Buncombe County

IF YOUR LIBRARY HAS COPIES OF
 THE GRAPES OF WRATH OF MICE AND MEN
 CATCHER IN THE RYE ANDERSONVILLE

The answer is yes, according to some vocal and powerful people in North Carolina.

This spring headlines in the *ASHEVILLE CITIZEN* announced that "200 persons attack filth in libraries" and that parents were fighting "pornography in library books."

To help you resist such attacks on the integrity of your library NCLA's Intellectual Freedom Committee is planning a pre-conference workshop on censorship.

Watch for — and respond to — further announcements