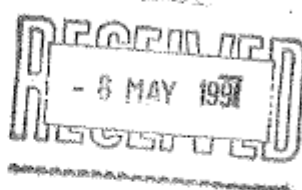


ANZTLA NEWSLETTER



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No 31
April 1997

AUSTRALIAN AND NEW ZEALAND THEOLOGICAL LIBRARY ASSOCIATION

ANZTLA is an association of libraries and individuals involved and interested in theological librarianship. It seeks to co-operate with Australian and New Zealand Association of Theological Schools and to promote its aims and objectives insofar as they apply to libraries and librarianship. However, membership is open to all libraries and individuals sharing the interests of the Association, upon payment of the prescribed fee.

The ANZTLA Newsletter is published three times a year to provide a means of communication between members and interested persons.

Contributions are invited of relevant articles and items of interest to theological librarianship, scholarly articles; information on all aspects of librarianship, book reviews; library profiles; and news about libraries and librarians. Articles should be typed, double spaced, and if submitted on disk, IBM or compatible in Word or AmiPro is preferred. Please send articles to the editor.

ANZTLA holds an annual conference, in association with the conference of the Australian and New Zealand Association of Theological Schools where practicable. Local Chapters of the Association in the major cities provide a forum for local interaction.

ISSN: 1030-701X

- President: Wendy Davis, St Barnabas' College
43 Gloucester Avenue, Belair, SA 5052
Fax: 08 8278 3417
- Secretary/Treasurer: Val Canty, Parkin-Wesley College
20 King William Street, Wayville, SA 5034
Fax: 08 373 4874
- Editor: Position vacant
- Executive Member: Elizabeth Jordan, Trinity Theological College
GPO Box 674, Brisbane, Qld 4001
Fax: 07 3377 9960

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| Association membership (inc Newsletter subscription) | \$A40 p.a. |
| Newsletter only | \$A20 p.a. |
| Overseas surcharge | \$A5 p.a. |
| Payment to Treasurer | |
| Some back issues available from the Editor (\$7.00 each) | |

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ANZTLA Affairs

With this Newsletter you will receive registration forms and information about the forthcoming conference in Brisbane, 3rd-6th July 1997.

The theme of the conference is "Strictly Theological", meaning that the focus of the conference will be on theological libraries and librarianship. Come prepared to participate in lots of discussion groups and workshops. Within our Association we have many experienced and extremely knowledgeable people and it will be good to utilise this wealth and to focus on ourselves.

By now you will have received notification of Lawrence McIntosh's new book, *Religion and theology: a guide to current reference resources*. I commend this book to you as an essential tool for theological librarians and for our clients as well. Those of you who have eagerly read Lawrence's annual review of reference resources, as I have, will know how useful this book will be (see *ANZTLA newsletter*, nos 9, 12, 15, 18, 21, 24 & 27).

I am pleased to report that work for the new edition of AULOTS is progressing well and that the goal of having it published by the next conference will be achieved. Thanks to everyone who updated their data sheets and returned them so promptly.

I look forward to seeing you in Brisbane. I know how busy you all are, but it is important that each one of us take time out for our own professional development and for networking with other theological librarians.

See you there.
Regards,

Wendy Davis.
President

Australian and New Zealand theological libraries and librarianship today: the impact of the Australian and New Zealand Theological Library Association in its first decade

Trevor J Zweck

It is exactly ten years since I first attended a conference of the American Theological Library Association and presented a paper on the topic of Australian and New Zealand theological libraries and librarianship. The intervening decade has seen unprecedented activity among theological libraries and librarians in our two countries. My purpose, on this occasion, is to give an account of this activity and to provide a sober assessment of its achievements and its failures.

1. Developments affecting theological libraries

Theological libraries, inevitably, are affected by the environment in which they operate and there are several particular developments which are having and will have considerable impact on theological libraries. One such development is occurring in the area of theological education; others, within the wider context of librarianship in Australia and New Zealand.

Postgraduate courses

The past decade has seen a spectacular increase in the number of students enrolling in theological courses in Australia and New Zealand and a consequent growth in demand for postgraduate courses; so much so, that virtually all schools offering undergraduate degrees (typically a Bachelor of Theology, Bachelor of Arts (Theology) or Bachelor of Divinity) have felt compelled to offer postgraduate courses (typically a Master of Theology) as well. The demand for such courses is coming, not so much from candidates for ordination (where some, though not all, churches are having difficulty recruiting sufficient numbers), but from a wide variety of people who wish to pursue theology as an academic exercise, as a matter of interest, or to equip themselves better for some area of lay service in the church.

The effect of this growth in student numbers has been to place great pressure on the parlous resources of over-taxed theological libraries and to force librarians to look at ways of working together to maximise the use of scarce resources. There has been, for example, considerable emphasis on the rationalisation of serials subscriptions, with cancellations always being matched by new subscriptions to the burgeoning lists of new titles constantly appearing on the scene. There have also been some attempts at cooperation in the acquisition of monographs, with one particular project being worthy of special mention, because of its uniqueness in the Australasian scene. I refer to the Sydney College of Divinity Collection Evaluation Project.

While the oldest college of divinity (Melbourne) dates back as far as 1910 and the Australian College of Theology to an earlier date, (1891) similarly named consortia of theological schools have been established mainly during the 1980s in Adelaide, Sydney, Brisbane, Perth and Auckland. In the case of Melbourne, there are actually several consortia within the consortium. Motivated somewhat by a desire to pool resources and somewhat by a spirit of ecumenical cooperation, these colleges of divinity/theology provide accreditation for degrees, either through an affiliation with a university (which

grants the degree) or through the relevant state board of higher education. Where there is university involvement, however, it is generally on terms which require the theological colleges and seminaries to provide most, if not all, of the teaching and assessment, as well as the resources - including, of course, the library resources. In Australia, the teaching of theology has been prohibited (by their charter) in most of the older universities, and has generally not been taken up (except through the colleges of divinity) by the newer ones. The effect of this absence of the teaching of theology from the universities is that the bulk of the burden of the provision of theological literature falls on the theological colleges and seminaries - not only to meet their own needs, but the wider needs of the nation as well. Thus, the need for cooperation in collection development by theological libraries can hardly be over-exaggerated. The collection evaluation project and resultant joint collection development policy of the nine libraries of the Sydney College of Divinity (SCD) was developed in response to the perceived need to rationalize resources and improve the overall coverage of materials to support the postgraduate programs which the SCD had already set in place (Smith and Goodall, 1993). The main method used was list-checking, supported by visual appraisal and faculty surveys. Considerable effort went into the production of lists for twenty-eight appropriate subdivisions of the traditional theological quadrivium and the checking of holdings of each library against these lists (Sydney College of Divinity, 1993, Assessment Report, p. 2-3). This was unquestionably the biggest collection development project ever undertaken in Australasia and, while it has come under some criticism for methodological weaknesses (Sydney College of Divinity, 1993, p. 317-331), it is serving its purpose of guiding the collection development priorities of the individual libraries. A more modest project, based on visual appraisal by faculty and library staff is currently under way also among the four libraries of the Auckland Consortium for Theological Education (Bright, 1996).

Distributed National Collection

A development within the wider Australian library community which has special relevance to theological libraries is that which is known as the 'Distributed National Collection' (DNC). While the terminology has come into local library parlance in recent years, the underlying concept is not at all new. Twenty years ago, George S. Bonn suggested: 'The library user's concern is the totality of available resources upon which he draws and not just one library's collection. It is the totality which should therefore be evaluated' (Bonn, 1974, p. 296; cf. p. 293). Motivated by the increasing inability of libraries, especially in Australia, to cope with the current explosion of information with ever-decreasing budgets, the DNC concept encourages all librarians to see the total resources of the nation as one collection, distributed across thousands of libraries. The implications for cooperative collection development and resource sharing underlying such a concept are bound to be far-reaching.

For theological libraries in Australia, the DNC concept would seem to be of critical importance. While John M. Gesell could say of theological libraries in North America that they '... will need to depend on larger university collections elsewhere ...', such a comment would be out of the question in the Australian context (Gesell, 1982, p. 45). Australia simply does not have the major research collections in academic libraries to back up the theological library collections. In view of the very smallness of most theological library collections, Margaret Henty, National Conspectus Officer, sees a vital need for theological libraries to identify strengths and weaknesses to facilitate national cooperation (Henty, 1992, p. 20), much as the North American Theological Inventory sought to do in North America; but, significantly, the DNC concept in Australia will include also such collections as do exist in academic and research libraries. The way in which libraries become involved is by carrying out a collection evaluation, describing it in Conspectus terms, and recording the results on a national database, hosted by the Australian Bibliographic Network. So far, only one theological library (St Mark's,

Canberra) has taken up the challenge of contributing Conspectus data to the DNC Office (National Library of Australia. DNC Office, 1994, p. 9).

Networking

Networking on a national level is gradually becoming an important factor for such theological libraries as have managed to become involved in it. The 1994 statistics indicate that nine theological libraries are members of the Australian Bibliographic Network and one, of the New Zealand Bibliographic Network. These two national networks are currently undergoing a metamorphosis into a joint state-of-the-art network, which will be known in Australia as World 1. Supported by leading-edge technology, it will be a one-stop shop for the sharing and supply, on a world-wide basis, of bibliographic and documentary data, both textual and graphical. Through the Internet, cataloguers will have immediate access to major databases around the world, online authority files, and immediate downloading of data, while the document supply facility will permit the searching, identification, online ordering or instant transmission and payment for documents all in the one operation. The potential impact of such a facility on theological libraries staggers the imagination and it will be interesting to see how long it will take our libraries to come to terms with it.

2. Developments within Theological Librarianship

As has been indicated already, the past decade has also seen major developments within the field of theological librarianship, central to which has been the establishment of the Australian and New Zealand Theological Library Association (ANZTLA).

Establishment of ANZTLA

ANZTLA was established in Adelaide, 27 August 1985, with a small executive, consisting of a President and a Secretary-Treasurer, both of whom would be elected by the annual meeting, together with one representative of the region in which the next conference was to be held. (Zweck, 1985). The association had been formed with the support and encouragement of the Australian and New Zealand Association of Theological Schools (ANZATS) and it was always intended that the two associations would work closely together. Member schools of ANZATS would be charged a supplementary fee to their annual ANZATS membership fee to be members of the library association. However, differences of opinion soon arose regarding the precise nature of the connection between the two associations. Although the relationship has always been harmonious, with joint sessions being held at the 1988, 1991, and 1995 conferences, the differences of opinion which surfaced at the outset were to lead, within two years, to the organisational separation of the two associations. The idea of having the membership fees of ANZATS libraries collected from ANZATS schools together with their ANZATS membership fees and passed on in bulk to ANZTLA was intended to guarantee the involvement of the then 57 ANZATS libraries in the new association. This involvement would both provide stability for the new association and go a long way towards ensuring that the interests of ANZATS in the development of the libraries of its member schools would always be taken into consideration. The difficulty arose from the fact that ANZATS was not willing to support financially an association which included non-ANZATS members, while the librarians wanted to have an association which was open to all libraries and individuals involved in the study of theology and religion.

When the inaugural conference of ANZTLA was held at St Mark's Library, Canberra, ACT, 26-27 August 1986, with an attendance of 26 librarians, it approved a constitution which opened up membership in the association, not only to non-ANZATS Christian institutions (such as Bible colleges, church administrative libraries and para-church organizations), but also to non-Christian libraries (Arms, 1987). Although non-Christian

institutions and individuals are noticeably absent from ANZTLA (only one such library having joined to date), it was inevitable that ANZATS would not continue to provide financial support for the new association, which had departed so radically from the proposals of ANZATS and the organisational tie-up between the two associations was severed within two years. There was some concern on the part of ANZTLA as to whether ANZATS libraries would continue to remain within the ANZTLA organisation, but when ANZTLA was left to sell itself to the constituency in 1988, it was a great relief to the organisers to note that virtually all of the ANZATS libraries were happy to renew their membership. To this day, these libraries have remained the backbone of the association, and have also been the greatest beneficiaries of it.

The inaugural conference also decided to publish a regular bulletin which made its first appearance in 1987 and has been published three times a year ever since. Its self-effacing name, however, belies its real nature and significance in the literature of theological librarianship. The ANZTLA Newsletter has been a valuable source of professional education and enrichment, containing essays and articles of considerable substance (including conference papers), as well as a frontline information service on the activities of the association, its member libraries, and librarianship in general. It was also decided that the gathering of annual statistics should become a project of the association. An unauthorised beginning had been initiated by Trevor Zweck and Gary Gorman in 1984 (Zweck, 1985b). The work they had done would now become the basis of the continuing effort (ANZTLA, 1986).

Australasian Religion Index

The second annual conference, held at Ridley College, Melbourne, Victoria, with an enrolment of 44, formally ended the organisational link with the ANZATS; but it was significant for the inauguration of a project which would bring major benefits to ANZATS schools, as indeed to all researchers in religion and theology. The continued production of the *Australasian Religion Index* on a shoestring budget and with a team of thirty volunteer indexers from across the length and breadth of Australia and New Zealand has been one of the truly remarkable achievements of ANZTLA and a major contribution to the world of theological bibliography. The idea was the brain-child of Gary Gorman and John Mills, lecturers at what was to become the Charles Sturt University - Riverina, Wagga Wagga, NSW. Acting on their own initiative, they presented a carefully researched paper and specific proposals to the conference. They noted that there were more than 300 religious serials being published in Australia (apart from New Zealand), of which only nine were being indexed in Religion Index One. They noted also the significant absence of specifically Australian research tools in the fields of theology and religion. The need was an obvious one, and the conference adopted the proposals with some trepidation, but with considerable enthusiasm (Zweck, 1987). A pilot project, coordinated by Gorman, was set in motion and, on the basis of this trial venture, ANZTLA joined forces with the Centre for Library Studies (later to become the Centre for Information Studies), Wagga Wagga, NSW to make the publication of the index a permanent project of ANZTLA. The index now covers 70 theological journals published in Australia and New Zealand. It is published semi-annually, with annual cumulation. The index provides an alphabetical listing by author, with subject and biblical indexes leading back to the listings through a control number. It also includes a book review index.

Standards for Theological Libraries

The third conference of the association, like the first, was held in Australia's national capital in 1988, with an appropriate emphasis on the Australian bicentennial. One of the momentous decisions of this conference was the commitment to proceed with the publication of the *Australasian Religion Index*. Equally significant, however, was the finalisation of the standards document which had been in gestation for five years, the

concern for standards having been the key impetus behind the formation of the association. Although several people had a hand in drafting the document, in its final form it was mainly the work of Lawrence McIntosh and was finally adopted by ANZTLA 9 September 1988 (Pryor, 1988). It subsequently received endorsement by the Australian Library and Information Association (in 1989) and the New Zealand Library Association (in 1991). The standards cover objectives, governance and administration, staffing, finance and budgeting, delivery of services, collections, facilities, instruction, associations, and cooperation.

New Zealand Connection

1989 was the year in which the theological library movement came with full force to New Zealand. The original impetus towards the formation of a library association had all come from Australians and no New Zealand librarians had attended any of the preliminary meetings until the 1985 consultation, at which ANZTLA was established. At this meeting, the Kiwis soon made their presence felt, delivering a passionate plea for the inclusion of New Zealand in any plans and projects involving theological libraries and librarianship. Since then, there has been a solid representation of New Zealanders at all the ANZTLA conferences, and their needs and concerns have been impossible to ignore. In 1989 came their turn to host the conference. So it came about that nine Australians and fourteen New Zealanders came together on the magnificent campus of the College of St John the Evangelist, Auckland, for a conference, important not only for the high-class professional input and social activities it provided, but particularly for the boost it gave to theological librarianship in The Land of the Long White Cloud. The organisers had managed to round up almost the full complement of theological librarians in the country and followed the conference itself with the formation of the New Zealand chapter of ANZTLA (Zweck, 1989).

AULOTS

The *Australasian Union List of Serials in Theological Collections (AULOTS)* rates only a passing mention in the minutes of the 1990 annual meeting, with a resolution encouraging its distribution and use, but this brief mention belies the inestimable value that AULOTS has been to theological librarianship and theological research (Zweck, 1990). It had its origins in a union list of periodicals published in mimeograph format in 1975. When a new edition was required, the task was picked up by Hans Arns (soon to become the first secretary of ANZTLA); working with the aid of a computer, he edited the data sent in on 5 x 3 cards and had it published in hardcover by the National Catholic Research Council in 1983. Reacting to the rapid growth of both libraries and serial collections, ANZTLA decided in 1987 to undertake a revision. Again, Hans Arns took up the challenge of compiling it. The first task was to create an automated database from the data held from the earlier edition. Computer listings were compiled for all previously contributing libraries and sent out to them for updating. The resulting second edition was published by the Catholic Institute of Sydney in 1990 (Arns and Dacey, 1990). It contains locations and holdings information for 3339 periodicals in 85 collections in Australia and New Zealand. The value of such a research tool to theological libraries is obvious enough, but is especially important in the Australasian context, where the vast majority of libraries are not automated and have no access to the national bibliographic databases; however, AULOTS has become a vitally important research tool for academic and research libraries, which are the beneficiaries of most of the interlibrary loan traffic of theological libraries. It is currently being updated again.

User Education

User education in some form or other has always been an important aspect of theological librarianship, but the aim of the 1991 conference, held at Morling College, Sydney, NSW, with a record attendance of 52 participants, was to highlight the need to develop information literacy among theological students. Though Australasian theological

colleges have not seen the need to develop courses in information literacy, this conference did serve to establish user education on a more scholarly and scientific basis. Although the timing was purely coincidental, a conference with such an emphasis on user education was an appropriate occasion to introduce a proposal for a style manual for research and writing in the fields of theology and religion (Zweck, 1991). It was to take several years to bring to fruition.

Cooperation

Working together has also been a key objective of ANZTLA, and never was the aim more clearly focused than at the seventh annual conference at historic Luther Campus, North Adelaide, SA, in 1992. This was the conference which introduced theological librarians to the *Conspectus* and the concept of the Distributed National Collection, and the role they have to play in developing the facilities for nationwide cooperation. Gary Gorman also gave a lecture on the topic of collection evaluation and Mara Goodall and Gai Smith reported on the production of a cooperative collection development policy for the Sydney College of Divinity, the first such coordinated approach ever undertaken by theological libraries in this part of world (Zweck, 1992; Smith and Goodall, 1993). 1992 also saw the appearance of another important resource, *Collections of Religion and Theology in Australia and New Zealand*. While not, strictly speaking, a publication of ANZTLA, it was produced with the encouragement of ANZTLA and the input of its librarians and is proving a valuable resource for its libraries. Compiled by Coralie Jenkin and published by Auslib Press, it is a directory of more than 300 theological libraries and religious or theological collections in other libraries.

Multiculturalism

When the eighth conference, held near the picturesque seaside resort of Napier, New Zealand (a city destroyed by earthquake in 1931 and rebuilt in the prevailing art-deco style), the main focus was on acquisitions, but the input from representatives of Asian and Pacific libraries made this ANZTLA's most multicultural conference. Not only did it introduce delegates to the literature of these neighbouring areas and the difficulties in acquiring it, but it also gave new insight into the progress and problems of the libraries. However, apart from substantial financial donations to specific projects in these areas, and sporadic efforts by various individuals, comparatively little has been done to achieve closer working relationships with our nearest neighbours (Zweck, 1993). As ANZTLA itself develops in maturity and stability, this is an area which hopefully will receive increasing emphasis.

Denominational Meetings

The Melbourne conference in 1994 attracted a new record attendance, subsequently equalled in Canberra in 1995, of 55 librarians. It was significant for the innovation of denominational meetings, which have since become a regular feature of ANZTLA conferences. It was recognized that there was considerable need for the multiplicity of denominational libraries to work more closely together, especially in the area of collection development. Another feature of this conference was the launch of Lawrence McIntosh's *A Style Manual for the Presentation of Papers and Theses in Religion and Theology* (McIntosh, 1994). As its title suggests, it is a style manual especially adapted to the needs of religious and theological research, offering a choice of note-bibliography and author-date methods, and taking special note of the prevailing style preferences being used and promoted by the Australian and New Zealand governments. It has been published by the Centre for Information Studies, in association with ANZTLA and ANZATS and has won widespread adoption by theological schools in both countries (Zweck, 1994).

Celebration

The tenth anniversary of the association was celebrated in grand style in the national capital of Australia in 1995, with the Executive Director of the American Theological Library Association as a special guest. The occasion was marked by two innovations and the publication of a Festschrift, the curious thing about all three events being their focus on one person, Lawrence McIntosh, who retired from his position as Librarian of the Joint Theological Library Melbourne and Coordinator of the Editorial Management Committee of the *Australasian religion index* at this time. The Festschrift, *'So great a cloud of witnesses': libraries and theologies*, edited by Philip Harvey and Lynn Pryor, honours the outstanding contribution of McIntosh to theological librarianship, through his involvement with both the Joint Theological Library and ANZTLA. He was also considered a most worthy recipient of the first honorary life membership of the association, an honour inaugurated to mark the passing of the first decade of the association. The association had also decided to mark this stage in its development with the inauguration of an annual award for a single, outstanding contribution, by a librarian or a non-librarian, to theological librarianship. The association saw fit to make the first award also to McIntosh for the publication of his style manual. Two important decisions about the *Australasian religion index* were also made, both of which have been held up temporarily by technical problems. The first is to investigate with a commercial publisher the production of a hard copy edition of the first seven years of the index (minus the book reviews). The second is to investigate with the ATLA the production of a CDROM version of the index (Zweck, 1995).

3. Developments in Theological Libraries

It is obvious, from the foregoing, that there has been a considerable amount of library-related activity in the past decade - more than at any other time in the history of the theological libraries in Australia and New Zealand. But what impact has all this activity had on the libraries themselves? Since statistics have been gathered for ten years now, from 1984 to 1994, it is possible to gain some kind of picture from the data collected. Comparisons are based on the published statistics for 1984 (Zweck, 1985b) and Group A statistics (in both cases, representing the ANZATS-related libraries) for 1994 (Greenwood, 1996).

ANZTLA LIBRARY STATISTICS 1984-1994

Category	1984	1994	+/- %
One fulltime staff (EFT)	70%	71%	
One professional staff	35%	42%	
Average no. of staff (EFT)	1.5	1.67	11.3%
Loans (annual) (1988)	4368	5719	4.45%
ILL Borrowed (annual)	24	28	17%
ILL Lent (annual)	52	44	-15%
Monograph Acquisitions (annual)	974	1186	2.2%
Total Volumes	24945	36374	46%
Periodical Subscriptions	105	154	47%
Monograph Expenditure (annual)	\$8990	\$23858	15.4%
Periodical Expenditure (annual)	\$3151	\$9207	19.2%

Of forty reporting libraries in 1984, 28 (70%) had, in fulltime equivalents, one or more staff; in 1994, the figure was 22 out of 31 reporting libraries - the slightest possible increase to 71%. In 1984 fourteen libraries (35%) had one or more professional librarians; in 1994, the figure was thirteen, increasing the figure to 42% of reporting libraries. The actual average number of staff per library increased by only ten percent over the decade, from 1.5 to 1.67, in both cases almost equally divided between professionals and non professionals. These figures indicate a distinct lack of growth at a time when dramatic increases were needed.

Loan statistics are one of the best gauges of the growth of library activity; so it is unfortunate that a reliable method of counting such figures was not devised until 1988. However, in the six years from 1988 to 1994, average annual totals of loans increased from 4368 to 5719: an increase of 31%, or an average annual increase of 4.45% - at a time when staff numbers were increasing by an average of only one percent. During the ten years which are the main focus of this survey, the average number of interlibrary loans borrowed increased from 24 to 28 (a 17% increase), while the average number of interlibrary loans lent decreased from 52 to 44 (a decrease of 15%). However, it is worth noting that the overall average represents barely one item a week for the average library. (In terms of medians, the relevant figures are a very meagre twelve borrowed and ten lent, indicating that the main burden of interlibrary loan traffic is being borne by a small number of libraries.) It is also notable that the amount of interlibrary lending is more than 50% higher than the figure for borrowing, the main beneficiaries being academic and research libraries. The direction of interlibrary loan traffic is illustrated by the Lohé Memorial Library, which, in the past three years, has dealt with 38 university libraries, compared with 24 theological libraries and smaller numbers of public and special libraries.

In the ten years under review, the average number of monograph acquisitions grew from 974 to 1186, an average increase of 22%, or just 2.2% per annum. (It is also worth noting that, while the average number of acquisitions for 1994 is 1186, the median is only 721.) The number of libraries with total collections of more than 100,000 volumes increased from one to two, with the average total collection increasing by a healthy 46%, from 24945 to 36374 volumes and the average number of periodical subscriptions increasing by 47%, from 105 to 154. While the percentage increases in volume numbers and subscriptions sounds impressive, it must be borne in mind that total numbers are still quite modest and that there has been no appreciable increase in staff numbers to cope with the growth in the size of the collections.

Average expenditure increases also sound impressive, until compared with the astronomical cost price increases of books and periodicals. Average expenditures on monographs increased by 154% (15.4% per annum), from \$8990 to \$22858. Statistics collected by the Conference of Australian University Librarians indicate that between 1985 and 1994, the average cost of books was increasing by 9.7% per annum, suggesting that the increase in real terms of theological library acquisitions budgets was less than 6 per cent. (It is also notable that the median figure of \$16000 is only 70% of the average of almost \$23000.) At the same time, the average expenditures on periodicals increased by 192% (19.2% per annum), from \$3151 to \$9207; however, Conference of Australian University Librarians statistics indicate an average increase in periodical prices of 17.3% per annum, suggesting a negligible increase in real terms for theological library periodical budgets. Over the decade, the ratio of expenditures on books to periodicals shifted from 3:1 in favour of books to 2.5:1.

Statistics, of course, do not tell the whole story. They reveal very little about the quality of service provided. What they do suggest, however, is that a very small number of people is having to work a lot harder to maintain essential services. For what it is worth, anecdotal evidence suggests that library users are very appreciative of the intangible aspects of service, such as helpfulness, courtesy, and promptness, being offered by the staff of theological libraries, but such intangibles do not make up for the obvious lack of resources and technology required to provide a professional library service today.

4. Successes and Failures

What this survey of the past decade would suggest is that theological librarianship has come a long way, but that the progress of the libraries themselves is very much less impressive. In all this, most theological librarians would agree that ANZTLA is of vital importance to them. The association has opened up lines of communication, providing

valuable points of contact for mutual support and encouragement and for fostering a sense of the importance of theological librarianship as a profession. It has given leadership and direction to theological librarians, providing them with a focal point for voicing their concerns and their aspirations. It has been a major agency of professional enrichment, through its conferences and its newsletter. Its publications are providing a vital service to theological research and have won a position of respect in the wider library community. A decade of working together has won for ANZTLA an indispensable place in the theological community. While many challenges remain to be faced and many problems remain to be solved, ANZTLA has shown that it is capable of facing the issues and providing the leadership required by the theological library community.

At the same time, it is sobering to note that the fundamental problems facing theological libraries in Australia and New Zealand are the same today as they were a decade ago - chronic underfunding and understaffing, and, in many cases, a lack of adequate facilities and equipment. For the same reasons, the very professional agenda of ANZTLA (including the most up-to-date thinking on collection development, Conspectus, and the Distributed National Collection) has had comparatively little impact on the majority of individual libraries. One also has to look no further than the same circumstances to find the reasons why theological libraries have been some of the last to introduce automation, the vast majority having still not achieved it. So, while theological librarians acknowledge a need to become more aware of and more involved in the wider world of theological librarianship and, in particular, to forge closer links with their colleagues in Asia and the Pacific, it is not surprising that little has been achieved, when their own libraries are in such a parlous and underdeveloped condition.

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Trevor J. Zweck was Librarian of the Lohr Memorial Library, Luther Campus, North Adelaide, South Australia, and Founding President of ANZTLA

News and Notes

NSW News

- **Anne Hocking** has been appointed Librarian of the Veech Library, Catholic Institute of Sydney, 99 Albert Road, Strathfield NSW 2135.
- **Steven Agoroudis** is now Librarian at the Centre for Christian Spirituality, 14 Francis Street, Randwick NSW 2031.
- **Vesna Cosic** will be leaving St Paul's National Seminary Library, (Kensington NSW) to take up an appointment elsewhere.
- **Linda Heald** is now Librarian at St Mark's National Theological Centre, Canberra.

SA News:

- The library of Lutheran Seminary has bought a large collection from the Salisbury Campus of the University of South Australia.
- St Barnabas College Library will be closed from 4 July 1997, pending relocation and amalgamation with Parkin-Wesley College Library and St Francis Xavier Seminary Library to form the Adelaide Theological Library. Further information from Wendy Davis (08) 8278 3177 or (08) 8337 1460.

NZ News:

- Another move is planned: Holy Cross College, the national Catholic seminary from Mosgiel to Auckland at the beginning of 1998.

Chapters Update

NSW Chapter:	President Secretary/Treasurer	Rhonda Barry, Moore College Presently vacant
NZ Chapter:	President/Secretary Treasurer	Helen Greenwood, St John's St John's College, Auckland
Qld Chapter:	President Secretary/Treasurer	Carolyn Willadsen, Pius XII Seminary, Banyo
SA Chapter:	President Vice-President Secretary	Blan McDonagh, Diocesan Resource Centre Vivien Bleby, Anglican Education Centre, Resource Centre Jan Barwick, Tabor College, Plympton
Vic Chapter:	President Secretary/Treasurer	Ruth Millard, Ridley College Stephen Voon, Tabor College, Ringwood
WA Chapter:	President Vice-President Secretary	Lynn White, Baptist Theological College of WA Bernadette Marbeck, Anglican Institute, Perth Steven Hall, Catholic Institute of WA

ANZTLA STATISTICS 1995

Compiled by Helen Greenwood

NOTES ON ANZTLA STATISTICS 1995

In calculating averages and medians, the NAs have been disregarded.

KEY TO TABLES

[] = approximations supplied by library
{ } = calculations made by statistician

- A Provides clergy training programmes, usually leading to degree or post-graduate qualifications (i.e. ANZATS members schools)
- B Schools and training institutions which may offer degrees, but usually not post-graduate qualifications (i.e. Bible Colleges, Missionary training institutions)
- C Do not have students (i.e. church administrative libraries, resource centres, parachurch organizations, etc.)
- D Combines two or more of the above functions OR serves an additional function as well (i.e. teacher training)

AUTOMATION 1995

System	No. of Libraries
Automated (not specified)	7
Not automated	3
ARK	1
Bookmark	3
Catalist	4
Dbtextworks	1
Dynix	11
Inmagic	4
Metamarc	2
Microfusion	1
Oasis	4
Ocelot	1
Unilinc DRA	3
URICA	3

COMPUTER PRODUCTS 1995

Product	No. of Libraries
20:21 library	1
ABI/inform	1
ABIX	1
ABN	11
Aidslite	2
ATLA religion indexes	21
Austguide	1
Austlit	3
Austron	4
Bible Library	1
CD Marc	2
CD Word	1
CINAHL	2
CLANN	1
Computer law services	1
CPLI	2
Diocesan bulletin board	1
Encarta	1
Encyclopedia Britannica	1
ERIC	3
Flashback	1
Global books in print	1
Gramchord	1
Health	2
Humanities index	1
Internet access	13
Koorang connection	1
MacBible	1
Macquarie Dictionary	1
Medline	2
NEJM	1
NYUCOS	2
NZBN	3
Old Testament abstracts	1
Online Bible	1
Other theological library catalogues	2
Periodical abstracts	1
Poster art	1
PsychINFO	2
REX	1
RTA	4
SAGE	1
SAL	1
Sociological abstracts	1
Thesaurus Linguae Graecae	2
Vatican documents	1
Wayback when	1

STAFF SALARIES 1995

Scale	Category A	Category B	Category C	Category D	TOTAL
Professional	13	5	2	1	21
Church salary	3	1	0	1	5
Other	5	5	1	0	11
Not specified	13	6	3	1	23

NOTE: Some libraries pay different levels of staff on different scales

TABLE 1A 1995 LIBRARY STAFF

INSTITUTION	STATE /NZ	PROFES- SIONAL [1]	PARA-PRO- FESSIONAL [2]	LIBRARY SUPPORT [3]	TOTAL STAFF [4]
1. Baptist Theological College of WA	WA	2.10	0.00	1.00	3.10
2. Burleigh College	SA	0.00	1.00	0.20	1.20
3. Catholic Institute of Sydney	NSW	2.00	2.00	0.50	4.50
4. Catholic Theological Union Library	NSW	1.87	0.48	0.27	2.62
5. Centre for Ministry	NSW	2.00	1.00	0.00	3.00
6. Churches of Christ Theological College	VIC	0.40	0.00	0.20	0.60
7. College of St. John the Evangelist	NZ	2.00	0.00	1.50	3.50
8. Columban Mission Institute	NSW	0.40	0.50	0.10	1.00
9. Corpus Christi College	VIC	1.80	0.00	0.50	2.30
10. Joint Theological Library	VIC	3.00	3.00	0.00	6.00
11. Kenmore Christian Library	QLD	0.00	0.50	0.50	1.00
12. Kingsley College	VIC	0.00	1.00	2.00	3.00
13. Knox College	NZ	1.00	0.75	1.00	2.75
14. Luther Campus	SA	5.00 ¹	1.00	0.60	6.60
15. Moore Theological College	NSW	2.00	3.00	0.00	5.00
16. Morling College	NSW	0.72	0.43	0.00	1.15
17. Mount St Mary's College	NZ	0.85	0.75	0.50	2.10
18. Parkin-Wesley College	SA	0.60	0.20	0.20	1.00
19. Pius XII Provincial Seminary	QLD	0.60	0.00	0.00	0.60
20. Presbyterian Theological Centre	NSW	0.00	0.75	0.00	0.75
21. Presbyterian Theological College	VIC	0.04	0.00	0.00	0.04
22. Reformed Theological College	VIC	0.25	0.20	0.00	0.45
23. Ridley College	VIC	1.32	0.00	0.40	1.72
24. St Barnabas College	SA	0.33	0.00	0.20	0.53
25. St Francis' Theological College	QLD	1.00	0.34	0.09	1.43
26. St Francis Xavier Seminary	SA	0.66	0.00	0.25	0.91
27. St Mark's Library	ACT	1.00	0.70	0.00	1.70
28. St John's College	NSW	0.00	0.00	0.00	0.00
29. Trinity College	VIC	0.90	0.00	0.60	1.50
30. Trinity Theological College	QLD	0.65	0.00	1.00	1.65
31. Whitley College	VIC	1.00	0.00	0.30	1.30
TOTAL		33.49	17.60	11.91	63.00
AVERAGE		1.08	0.57	0.38	2.03
MEDIAN		0.85	0.34	0.20	1.50

¹ Includes 1.8 (EFT) for retrospective conversion

TABLE 1B 1995 LIBRARY STAFF

INSTITUTION	STATE /NZ	PROFES- SIONAL [1]	PARA-PRO- FESSIONAL [2]	LIBRARY SUPPORT [3]	TOTAL STAFF [4]
1. Bible College of New Zealand	NZ	1.00	0.00	1.00	2.00
2. Bible College of Queensland	QLD	0.20	0.00	0.50	0.70
3. Canberra College of Theology	ACT	0.00	1.00	0.00	1.00
4. Catholic Library of WA	WA	3.00	1.70	1.00	5.70
5. College House Institute of Theology	NZ	0.00	0.50	0.00	0.50
6. Divine Word Missionaries	VIC	0.20	0.00	0.00	0.20
7. New Creation Teaching Ministry	SA	0.00	0.00	1.00	1.00
8. Nungalinga College	NT	1.00	1.00	0.00	2.00
9. Perth Bible College	WA	0.00	0.00	0.00	0.00
10. Salvation Army Training College	NZ	0.38	0.00	0.00	0.38
11. Sydney Missionary and Bible College	NSW	0.00	0.70	0.50	1.20
12. Tabor College	NSW	1.00	0.00	0.00	1.00
13. Tabor College (SA)	SA	0.80	0.00	0.00	0.80
14. Tabor College (Vic.)	VIC	0.00	1.24	0.40	1.64
15. Tahlee Bible College	NSW	0.00	0.33	1.00	1.33
16. Vianney College	NSW	0.50	0.00	0.00	0.50
17. WEC Missionary Training College	TAS	0.33	1.00	0.40	1.73
TOTAL		8.41	7.47	5.80	21.68
AVERAGE		0.49	0.47	0.36	1.28
MEDIAN		0.20	0.00	0.00	1.00

TABLE 1C 1995 LIBRARY STAFF

INSTITUTION	STATE /NZ	PROFES- SIONAL [1]	PARA-PRO- FESSIONAL [2]	LIBRARY SUPPORT [3]	TOTAL STAFF [4]
1. Carmelite Library	VIC	0.40	0.20	0.20	0.80
2. Catholic Education Office	QLD	1.00	0.00	0.00	1.00
3. Diocesan Resource Centre	SA	1.00	0.80	1.00	2.80
4. New Norcia Library	WA	1.00	0.00	0.20	1.20
5. St Benedict's Monastery	NSW	0.20	0.75	0.00	0.95
TOTAL		3.60	1.75	1.40	6.75
AVERAGE		0.72	0.35	0.28	1.35
MEDIAN		1.00	0.20	0.20	1.00

TABLE 1D 1995 LIBRARY STAFF

INSTITUTION	STATE /NZ	PROFES- SIONAL [1]	PARA-PRO- FESSIONAL [2]	LIBRARY SUPPORT [3]	TOTAL STAFF [4]
1. Australian Catholic University - Mt St Mary's Campus	NSW	4.00	5.00	4.00	13.00
2. Australian Catholic University - Queensland	QLD	4.40	5.00	4.70	14.10
3. Avondale College	NSW	4.50	0.00	2.60	7.10
TOTAL		12.90	10.00	11.30	34.20
AVERAGE		4.30	3.33	3.77	11.40
MEDIAN		4.40	5.00	4.00	13.00

TABLE 2A 1995 LIBRARY SERVICES

INSTITUTION	STATE/ NZ	TOTAL LOANS [8]	ORIGINAL ITEMS LENT [9]	PHOTOCOPY ITEMS LENT [10]	INTERLIBRARY LOANS			PHOTOCOPY ITEMS BORROWED [13]	TOTAL ITEMS BORROWED [14]
					TOTAL ITEMS LENT [11]	ORIGINAL ITEMS BORROWED [12]	TOTAL ITEMS BORROWED [14]		
1. Baptist Theological College of WA	WA	9709	0	0	0	0	10	10	
2. Burleigh College	SA	2860	4	10	14	0	14	14	
3. Catholic Institute of Sydney	NSW	NA	40	240	280	35	155	190	
4. Catholic Theological Union Library	NSW	13580	4	26	30	4	6	10	
5. Centre for Ministry	NSW	10051	4	28	32	44	56	100	
6. Churches of Christ Theological College	VIC	4939	0	7	7	2	0	2	
7. College of St. John the Evangelist	NZ	15299	130	178	308	45	39	84	
8. Columban Mission Institute	NSW	{2064}	3	5	8	2	4	6	
9. Corpus Christi College	VIC	5024	11	8	20	18	15	33	
10. Joint Theological Library	VIC	[17120]	[100]	[200]	[300]	[1]	[5]	[6]	
11. Kenmore Christian Library	QLD	4660	NA	NA	NA	NA	NA	NA	
12. Kingsley College	VIC	NA	NA	NA	NA	NA	NA	NA	
13. Knox College	NZ	14377	NA	NA	214	NA	NA	259	
14. Luther Campus	SA	19272	90	80	170	13	12	25	
15. Moore Theological College	NSW	12869	18	292	310	21	29	50	
16. Morning College	NSW	NA	NA	NA	NA	NA	NA	NA	
17. Mount St Mary's College	NZ	2496	2	28	30	0	5	5	
18. Parkin-Wesley College	SA	4567	5	2	7	7	23	30	
19. Pius XII Provincial Seminary	QLD	2291	4	27	31	6	8	14	
20. Presbyterian Theological Centre	NSW	3847	0	4	4	8	158	166	
21. Presbyterian Theological College	VIC	NA	NA	NA	NA	NA	NA	NA	
22. Reformed Theological College	VIC	1248	0	10	10	15	22	37	
23. Ridley College	VIC	9695	12	14	26	13	13	26	
24. St Barnabas College	SA	2016	9	0	9	29	11	40	
25. St Francis' Theological College	QLD	9000	5	8	13	2	10	12	
26. St Francis Xavier Seminary	SA	2000	3	6	9	2	8	10	
27. St Mark's Library	ACT	NA	88	49	137	[10]	[23]	[33]	
28. St John's College	NSW	540	NA	NA	NA	NA	NA	NA	
29. Trinity College	VIC	[3000]	2	2	4	2	7	9	
30. Trinity Theological College	QLD	6432	1	2	3	1	12	13	
31. Whitley College	VIC	12791	0	12	12	7	26	33	
TOTAL		189685	535	1774	1988	287	671	1217	
AVERAGE		7296	21	50	76	11	27	47	
MEDIAN		4939	4	10	14	7	12	25	

1 Only staff may borrow

TABLE 2B 1995 LIBRARY SERVICES

INSTITUTION	STATE/ NZ	TOTAL LOANS (8)	ORIGINAL ITEMS LENT (9)	PHOTOCOPY ITEMS LENT (10)	INTERLIBRARY LOANS			
					TOTAL ITEMS LENT (11)	ORIGINAL ITEMS BORROWED (12)	PHOTOCOPY ITEMS BORROWED (13)	TOTAL ITEMS BORROWED (14)
1. Bible College of New Zealand	NZ	11588	116	120	236	99	103	202
2. Bible College of Queensland	QLD	[12800]	1	3	0	0	0	0
3. Canberra College of Theology	ACT	1830	0	0	0	0	0	0
4. Catholic Library of WA	WA	22428	0	0	0	0	0	0
5. College House Institute of Theology	NZ	2693	18	1	19	19	1	20
6. Divine Word Missionaries	VIC	[520]	0	0	0	1	0	1
7. New Creation Teaching Ministry	SA	NA	NA	NA	NA	NA	NA	NA
8. Nungalinya College	NT	2130	101	0	101	NA	NA	NA
9. Perth Bible College	WA	2248	0	0	0	0	0	[5]
10. Salvation Army Training College	NZ	NA	0	0	0	0	0	0
11. Sydney Missionary and Bible College	NSW	5488	NA	NA	NA	NA	NA	NA
12. Tabor College	NSW	9608	0	0	0	0	0	0
13. Tabor College (SA)	SA	NA	NA	NA	NA	NA	NA	NA
14. Tabor College (Vic.)	VIC	[21750]	NA	NA	NA	NA	NA	NA
15. Tahlee Bible College	NSW	NA	0	10	0	0	0	0
16. Vianny College	NSW	2846	6	0	6	4	2	6
17. WEC Missionary Training College	TAS	NA	NA	NA	NA	NA	NA	NA
TOTAL		95925	242	134	362	123	106	234
AVERAGE		7994	20	11	30	11	10	20
MEDIAN		2846	0	0	0	0	0	0

TABLE 2C 1995 LIBRARY SERVICES

INSTITUTION	STATE/ NZ	TOTAL LOANS (8)	ORIGINAL ITEMS LENT (9)	PHOTOCOPY ITEMS LENT (10)	INTERLIBRARY LOANS			
					TOTAL ITEMS LENT (11)	ORIGINAL ITEMS BORROWED (12)	PHOTOCOPY ITEMS BORROWED (13)	TOTAL ITEMS BORROWED (14)
1. Carmelite Library	VIC	365	0	1	1	0	0	0
2. Catholic Education Office	QLD	[4091]	0	5	5	2	4	6
3. Diocesan Resource Centre	SA	15633	0	0	0	9	50	59
4. New Norcia Library	WA	NA	NA	NA	[5]	NA	NA	[6]
5. St Benedict's Monastery	NSW	NA	NA	7	7	NA	NA	NA
TOTAL		20089	0	13	18	11	54	71
AVERAGE		6696	0	3	4	4	18	18
MEDIAN		4091	0	1	5	2	4	6

TABLE 2D 1995 LIBRARY SERVICES

INSTITUTION	STATE/ NZ	TOTAL LOANS (8)	ORIGINAL ITEMS LENT (9)	PHOTOCOP Y ITEMS LENT (10)	INTERLIBRARY LOANS			
					TOTAL ITEMS LENT (11)	ORIGINAL ITEMS BORROWED (12)	PHOTOCOP Y ITEMS BORROWED (13)	TOTAL ITEMS BORROWED (14)
1. Australian Catholic University - Mt St Mary's Campus	NSW	49078	227	205	432	185	197	382
2. Australian Catholic University - Queensland	QLD	77973	614	725	1339	557	997	1554
3. Avondale College	NSW	31809	153	122	275	94	40	134
TOTAL		158860	994	1052	2046	836	1234	2070
AVERAGE		52953	331	351	682	279	411	690
MEDIAN		49078	227	205	432	185	197	382

TABLE 3A 1995 COLLECTION RESOURCES

INSTITUTION	STATE /NZ	MONOGRAPH VOLUMES		NON-BOOK MATERIALS		SERIAL VOLUMES		SERIAL SUBS CURRENT [21]
		ADDED 199 [15]	TOTAL END 199 [16]	ADDED 199 [17]	TOTAL END 199 [18]	ADDED 199 [19]	TOTAL END 199 [20]	
1. Baptist Theological College of WA	WA	1250	27262	4	294	[600]	[3715]	208
2. Burleigh College	SA	NA	NA	14	[2224]	61	1141	61
3. Catholic Institute of Sydney	NSW	2200	74800	30	NA	610	NA	280
4. Catholic Theological Union Library	NSW	1200	39279	0	[793]	171	[3456]	151
5. Centre for Ministry	NSW	1500	43500	40	NA	7	NA	320
6. Churches of Christ Theological College	VIC	398	25290	2	[272]	[68]	2360	[75]
7. College of St. John the Evangelist	NZ	1742	60415	20	NA	NA	NA	340
8. Columban Mission Institute	NSW	351	20194	0	0	NA	NA	208
9. Corpus Christi College	VIC	953	[85000]	1	NA	[170]	NA	165
10. Joint Theological Library	VIC	[2200]	[133000]	2	20	[450]	[12400]	430
11. Kenmore Christian Library	QLD	760	[7730]	0	79	4	82	NA
12. Kingsley College	VIC	310	17015	60	3231	9	NA	188
13. Knox College	NZ	873	51550	0	474	NA	NA	255
14. Luther Campus	SA	3225	76903	NA	NA	1092	9692	426
15. Moore Theological College	NSW	8252	135667	NA	1801	59	NA	579
16. Morling College	NSW	1670	32870	6	818	[129]	[3045]	149
17. Mount St Mary's College	NZ	1098	[65000]	NA	NA	1	NA	124
18. Parkin-Wesley College	SA	602	21411	NA	5	75	1620	80
19. Pius XII Provincial Seminary	QLD	670	22344	NA	287	[22]	4808	226
20. Presbyterian Theological Centre	NSW	1042	14448	313	2125	1	[2300]	89
21. Presbyterian Theological College	VIC	316	13861	NA	956	20	NA	123
22. Reformed Theological College	VIC	400	13264	11	[799]	[90]	[5880]	95
23. Ridley College	VIC	928	32917	7	624	[120]	NA	[120]
24. St Barnabas College	SA	464	19932	0	115	43	[1300]	40
25. St Francis' Theological College	QLD	651	[8100]	4	551	[00]	1190	104
26. St Francis Xavier Seminary	SA	650	[27200]	0	10	82	[3600]	124
27. St Mark's Library	ACT	[790]	[75790]	10	NA	NA	NA	200
28. St John's College	NSW	1000	23000	NA	NA	100	NA	30
29. Trinity College	VIC	473	30900	3	[400]	65	11500	65
30. Trinity Theological College	QLD	820	[8420]	14	159	NA	NA	52
31. Whitley College	VIC	[827]	[23427]	[20]	[205]	[150]	[2486]	150
TOTAL		37615	1261489	561	16242	4399	70970	5557
AVERAGE		1254	42050	23	706	169	4151	185
MEDIAN		827	27200	4	400	82	2486	150

TABLE 3B 1995 COLLECTION RESOURCES

INSTITUTION	STATE /NZ	MONOGRAPH VOLUMES		NON-BOOK MATERIALS		SERIAL VOLUMES		SERIAL SUBS CURRENT [21]
		ADDED 199 [15]	TOTAL END 199 [16]	ADDED 199 [17]	TOTAL END 199 [18]	ADDED 199 [19]	TOTAL END 199 [20]	
1. Bible College of New Zealand	NZ	1237	29486	10	[500]	NA	NA	[250]
2. Bible College of Queensland	QLD	[850]	[1400]	21	[1081]	5	NA	86
3. Canberra College of Theology	ACT	500	8750	29	985	7	NA	35
4. Catholic Library of WA	WA	530	8630	562	8662	6	NA	103
5. College House Institute of Theology	NZ	256	16475	8	49	27	[709]	27
6. Divine Word Missionaries	VIC	189	[3500]	0	NA	38	[550]	68
7. New Creation Teaching Ministry	SA	91	7741	NA	NA	NA	NA	NA
8. Nungaiinya College	NT	[288]	14523	33	[551]	0	NA	35
9. Perth Bible College	WA	1790	12435	NA	NA	0	NA	180
10. Salvation Army Training College	NZ	220	[7800]	15	NA	38	NA	45
11. Sydney Missionary and Bible College	NSW	1169	15061	78	251	205	1236	128
12. Tabor College	NSW	NA	16730	NA	840	NA	NA	53
13. Tabor College (SA)	SA	[3000]	[15000]	NA	250	NA	NA	32
14. Tabor College (Vic.)	VIC	[2400]	[12000]	NA	NA	[100]	NA	73
15. Tahlee Bible College	NSW	1750	17033	129	2861	1642	7910	77
16. Vianney College	NSW	1147	8274	1	NA	NA	NA	62
17. WEC Missionary Training College	TAS	563	12964	401	2404	0	NA	146
TOTAL		15958	208702	1286	16214	2068	10405	1380
AVERAGE		997	12277	117	1474	172	2601	86
MEDIAN		563	12000	29	640	7	709	68

TABLE 3C 1995 COLLECTION RESOURCES

INSTITUTION	STATE /NZ	MONOGRAPH VOLUMES		NON-BOOK MATERIALS		SERIAL VOLUMES		SERIAL SUBS CURRENT [21]
		ADDED 199 [15]	TOTAL END 199 [16]	ADDED 199 [17]	TOTAL END 199 [18]	ADDED 199 [19]	TOTAL END 199 [20]	
1. Carmelite Library	VIC	681	17681	0	0	100	NA	59
2. Catholic Education Office	QLD	871	5449	392	1289	6	143	112
3. Diocesan Resource Centre	SA	548	14074	230	3927	NA	NA	80
4. New Norcia Library	WA	[7000]	[21675]	NA	NA	0	NA	[70]
5. St Benedict's Monastery	NSW	103	13587	0	20	40	1200	40
TOTAL		6203	72466	622	5236	146	1343	361
AVERAGE		1841	14493	156	1309	37	672	72
MEDIAN		681	14074	0	20	6	143	70

TABLE 3D 1995 COLLECTION RESOURCES

INSTITUTION	STATE /NZ	MONOGRAPH VOLUMES		NON-BOOK MATERIALS		SERIAL VOLUMES		SERIAL SUBS CURRENT [21]
		ADDED 199 [15]	TOTAL END 199 [16]	ADDED 199 [17]	TOTAL END 199 [18]	ADDED 199 [19]	TOTAL END 199 [20]	
1. Australian Catholic University - Mt St Mary's Campus	NSW	NA	77000	NA	NA	NA	NA	500
2. Australian Catholic University - Queensland	QLD	3465	91752	NA	NA	1691	12642	1663
3. Avondale College	NSW	2427	[97702]	NA	[13294]	NA	NA	783
TOTAL		5892	266454	NA	13294	1691	12642	2946
AVERAGE		2946	88816	NA	13294	1691	12642	982
MEDIAN		2427	91752	NA	13294	1691	12642	783

TABLE 4A 1995 LIBRARY EXPENDITURE

INSTITUTION	STATE /NZ	MONOGRAPHS	SERIALS	NON-BOOK MATERIALS	TOTAL
		[22]	[23]	[24]	[25]
1. Baptist Theological College of WA	WA	NA	NA	NA	NA
2. Burleigh College	SA	NA	NA	NA	10000
3. Catholic Institute of Sydney	NSW	45500	25000	500	75000
4. Catholic Theological Union Library	NSW	21131	9252	1	45401
5. Centre for Ministry	NSW	35000	10000	NA	156000
6. Churches of Christ Theological College	VIC	5800	5925	1575	38800
7. College of St. John the Evangelist ²	NZ	(46640)	(18480)	1	(212080)
8. Columban Mission Institute	NSW	8580	8810	0	32800
9. Corpus Christi College	VIC	21183	12184	63	NA
10. Joint Theological Library	VIC	108215	30998	3709	324869
11. Kenmore Christian Library	QLD	3800	2079	NA	16629
12. Kingsley College	VIC	995	227	300	[8500]
13. Knox College ²	NZ	NA	NA	NA	(129346)
14. Luther Campus	SA	42807	17133	2117	247952
15. Moore Theological College	NSW	143392	26715	12993	506984
16. Morling College	NSW	26000	8000	15000	49000
17. Mount St Mary's College ²	NZ	(33000)	(9680)	NA	(88396)
18. Parkin-Wesley College	SA	NA	NA	NA	19680 ³
19. Pius XII Provincial Seminary	QLD	18800	20200	85	102600
20. Presbyterian Theological Centre	NSW	15284	3058	1239	19581 ³
21. Presbyterian Theological College	VIC	NA	NA	NA	NA
22. Reformed Theological College	VIC	9338	[3500]	192 ¹	NA
23. Ridley College	VIC	23267	9469		[78300] ⁴
24. St Barnabas College	SA	8940	3330	0	21000
25. St Francis' Theological College	QLD	12590	7425	NA	[30000]
26. St Francis Xavier Seminary	SA	8616	9202	0	45000 ⁵
27. St Mark's Library	ACT	17000	8000	NA	25000
28. St John's College	NSW	7000	3000	NA	10000
29. Trinity College	VIC	[4300]	[1600]	[200]	NA
30. Trinity Theological College	QLD	15574	10540	NA	70000
31. Whitley College	VIC	17720	11421	1703	84277
TOTAL		698472	275228	39676	2447195
AVERAGE		26864	10586	3052	94123
MEDIAN		17000	9252	200	38800

¹ Included in monograph expenditure² Exchange rate = 0.88³ Excludes wages⁴ Does not include postage, stationery, phone, electricity, photocopying, cost of automation⁵ Includes \$15000 for a special cataloguing project

TABLE 4B 1995 LIBRARY EXPENDITURE

INSTITUTION	STATE /NZ	MONOGRAPHS [22]	SERIALS [23]	NON-BOOK MATERIALS [24]	TOTAL [25]
1. Bible College of New Zealand ¹	NZ	{9346}	{6433}	{48}	{87281}
2. Bible College of Queensland	QLD	[14000]	[1585]	[355]	59000 ²
3. Canberra College of Theology	ACT	NA	2000	1000	NA
4. Catholic Library of WA	WA	15079	5336	28445	381694
5. College House Institute of Theology ¹	NZ	{6560}	{1144}	{88}	NA
6. Divine Word Missionaries	VIC	2869	2373	0	5243
7. New Creation Teaching Ministry	SA	NA	NA	NA	NA
8. Nungalinya College	NT	11412	1038	978	56586
9. Perth Bible College	WA	14867	2246	508	21509
10. Salvation Army Training College ¹	NZ	{4432}	{807}	{268}	{[25960]}
11. Sydney Missionary and Bible College	NSW	34556	8969	NA	70803
12. Tabor College	NSW	NA	NA	NA	NA
13. Tabor College (SA)	SA	NA	NA	NA	NA
14. Tabor College (Vic.)	VIC	9634	5740	7545	25354
15. Tahlee Bible College	NSW	2514	2343	1761	6618
16. Vianney College	NSW	18009	4121	³	[47000]
17. WEC Missionary Training College	TAS	7547	2729	2638 ⁴	12905
TOTAL		150825	46864	43634	799953
AVERAGE		11602	3347	3636	66663
MEDIAN		9634	2343	508	25960

¹ Exchange rate = 0.88

² Includes \$40000 renovation and relocation

³ Included in monograph expenditure

⁴ Includes equipment, supplies, etc.

TABLE 4C 1995 LIBRARY EXPENDITURE

INSTITUTION	STATE /NZ	MONOGRAPHS [22]	SERIALS [23]	NON-BOOK MATERIALS [24]	TOTAL [25]
1. Carmelite Library	VIC	NA	NA	NA	NA
2. Catholic Education Office	QLD	3500	2000	3000	12970
3. Diocesan Resource Centre	SA	3000	1797	5000	34966 ¹
4. New Norcia Library	WA	[6000]	[3750]	[3250]	[13000]
5. St Benedict's Monastery	NSW	3739	2539	1500	7778
TOTAL		16239	10086	12750	68714
AVERAGE		4060	2522	3188	17179
MEDIAN		3500	2539	3000	12970

¹ Does not include salaries

TABLE 4D 1995 LIBRARY EXPENDITURE

INSTITUTION	STATE /NZ	MONOGRAPHS [22]	SERIALS [23]	NON-BOOK MATERIALS [24]	TOTAL [25]
1. Australian Catholic University - Mt St Mary's Campus	NSW	NA	NA	NA	NA
2. Australian Catholic University - Queensland	QLD	166581	107275	NA	974736
3. Avondale College	NSW	[66603]	[71182]	NA	[528353]
TOTAL		233184	178457	NA	1503089
AVERAGE		116592	89229	NA	751545
MEDIAN		166581	71182	NA	528353

TABLE 5A 1995 INSTITUTIONAL POPULATION AND LIBRARY FACILITIES

INSTITUTION	STATE /NZ	ACADEMIC STAFF		STUDENTS		REGISTERED BORROWERS	TOTAL SEATING CAPACITY [31]
		FULL-TIME [28]	PART-TIME [27]	FULL-TIME [28]	PART-TIME [29]		
1. Baptist Theological College of WA	WA	3	20	45	55	[350]	31
2. Burleigh College	SA	2	4	18	27	132	14
3. Catholic Institute of Sydney	NSW	12	10	30	78	NA	110
4. Catholic Theological Union Library	NSW	7	19	34	178	256	50
5. Centre for Ministry	NSW	8	10	57	66	350	50
6. Churches of Christ Theological College	VIC	5	12	43	72	[475]	30
7. College of St John the Evangelist	NZ	15	0	70	200	750	54
8. Columban Mission Institute	NSW	3	10	28	69	127	30
9. Corpus Christi College	VIC	2	34	105	216	[275]	40
10. Joint Theological Library	VIC	23	14	[150]	[215]	787	60
11. Kenmore Christian Library	QLD	3	5	27	25	65	20
12. Kingsley College	VIC	4	9	44	103	133	12
13. Knox College	NZ	NA	NA	NA	NA	775	69
14. Luther Campus	SA	13	7	113	288	980	60
15. Moore Theological College	NSW	14	24	186	39	[400]	70
16. Moring College	NSW	7	15	156	217	NA	90
17. Mount St Mary's College	NZ	6	2	7	174	332	45
18. Parkin-Wesley College	SA	6	1	45	260	520	32
19. Pius XII Provincial Seminary	QLD	10	3	27	99	NA	46
20. Presbyterian Theological Centre	NSW	5	14	49	27	130	22
21. Presbyterian Theological College	VIC	5	8	24	36	73	16
22. Reformed Theological College	VIC	5	2	31	6	52	20
23. Ridley College	VIC	6	15	65	194	280	80
24. St Barnabas College	SA	3	1	20	46	125	13
25. St Francis' Theological College	QLD	5	4	33	48	106	29
26. St Francis Xavier Seminary	SA	6	13	47	56	196	40
27. St Mark's Library	ACT	2	16	20	120	571	19
28. St John's College	NSW	2	10	10	70	100	16
29. Trinity College	VIC	2	NA	10	[30]	[600]	80
30. Trinity Theological College	QLD	7	0	54	98	235	24
31. Whitley College ¹	VIC	15	28	256	251	[650]	30
TOTAL		206	310	1804	3363	9825	1302
AVERAGE		7	11	60	112	351	42
MEDIAN		5	10	43	72	275	40

¹ Figures are for the Evangelical Theological Association which is Whitley College and Churches of Christ Theological College combined.

TABLE 5B 1995 INSTITUTIONAL POPULATION AND LIBRARY FACILITIES

INSTITUTION	STATE /NZ	ACADEMIC STAFF		STUDENTS		REGISTERED BORROWERS	TOTAL SEATING CAPACITY
		FULL-TIME	PART-TIME	FULL-TIME	PART-TIME		
		[26]	[27]	[28]	[29]		
1. Bible College of New Zealand	NZ	16	11	180	94	358	113
2. Bible College of Queensland	QLD	7	3	99	82	[200]	43
3. Canberra College of Theology	ACT	3	5	29	12	42	32
4. Catholic Library of WA	WA	6	1	279	564	1087	32
5. College House Institute of Theology	NZ	0	0	0	145	374	34
6. Divine Word Missionaries	VIC	2	0	11	0	24	20
7. New Creation Teaching Ministry	SA	2	NA	0	250	250	8
8. Nungalinga College	NT	10	3	56	335	150	9
9. Perth Bible College	WA	5	5	40	100	20	45
10. Salvation Army Training College	NZ	8	1	21	[120]	79	32
11. Sydney Missionary and Bible College	NSW	9	8	135	100	252	30
12. Tabor College	NSW	2	0	100	100	220	20
13. Tabor College (SA)	SA	4	3	200	170	[500]	50
14. Tabor College (Vic.)	VIC	4	15	140	115	302	25
15. Tahlsee Bible College	NSW	3	9	30	9	67	24
16. Vianney College	NSW	0	13	14	[15]	80	8
17. WEC Missionary Training College	TAS	6	4	64	6	155	36
TOTAL		89	90	1408	2217	4160	561
AVERAGE		5	6	83	130	245	33
MEDIAN		4	4	56	100	200	32

TABLE 5C 1995 INSTITUTIONAL POPULATION AND LIBRARY FACILITIES

INSTITUTION	STATE /NZ	ACADEMIC STAFF		STUDENTS		REGISTERED BORROWERS	TOTAL SEATING CAPACITY
		FULL-TIME	PART-TIME	FULL-TIME	PART-TIME		
		[26]	[27]	[28]	[29]		
1. Carmelite Library	VIC	NA	NA	NA	NA	98	NA
2. Catholic Education Office	QLD	NA	NA	NA	NA	446	12
3. Diocesan Resource Centre	SA	NA	NA	NA	NA	4247	20
4. New Norcia Library	WA	NA	NA	NA	NA	[45]	10
5. St Benedict's Monastery	NSW	0	4	2	0	NA	10
TOTAL		0	4	2	0	4836	52
AVERAGE		0	4	2	0	1209	13
MEDIAN		0	4	2	0	98	10

TABLE 5D 1995 INSTITUTIONAL POPULATION AND LIBRARY FACILITIES

INSTITUTION	STATE /NZ	ACADEMIC STAFF		STUDENTS		REGISTERED BORROWERS	TOTAL SEATING CAPACITY
		FULL-TIME	PART-TIME	FULL-TIME	PART-TIME		
		[26]	[27]	[28]	[29]		
1. Australian Catholic University - Mt St Mary's Campus	NSW	76	NA	[671]	[796]	[1567]	117
2. Australian Catholic University - Queensland	QLD	160	100	988	1057	NA	152
3. Avondale College	NSW	57	13	452	57	1403	134
TOTAL		293	113	2109	1910	2970	403
AVERAGE		98	57	703	637	1485	134
MEDIAN		76	13	671	796	1403	134

HANS ARNS

A tribute on the occasion of his retirement as Librarian of the Catholic Institute of Sydney. February 1997.

I am pleased to send a message of greeting from the Libraries Committee of the Sydney College of Divinity.

Hans has made an enormous contribution to the group, and will be sorely missed from SCD gatherings. The newcomers to theological libraries have benefited from his wisdom, good humour and the breadth and depth of his knowledge of theological literature. We have learnt much from him about libraries working in cooperation.

Hans demonstrated his strong commitment to the Sydney College of Divinity through action - housing the Union Catalogue in the library at Manly, in collaborating on not one, but two editions of the Joint Collection Development Policy.

Hans was a great advocate for theological libraries and his influence on theological libraries in this country was significant. He made an important contribution to the Australian and New Zealand Theological Library Association, acting as Secretary in the seventies and eighties. Any activities undertaken by the group included Hans - presenting conference papers on conditions in theological libraries in 1983; representing the Library Association at the Council meeting of ANZATS in May 1985, a founding contributor to the *Australasian religion index*, to name some highlights.

The *Australasian union list of serials in theological collections (AULOTS)* remains one of Hans' major achievements. The first publication in 1983 was compiled using 5 x 3 cards. A second edition in 1990 involved organising a database to produce the listing. This endeavour was an enormously time-consuming task. Hans saw the need for such a publication then undertook to produce it, capably assisted by Maureen.

Hans Arns will be remembered for his generous spirit, his enthusiasm and his faith. Our meetings will not be the same without him.

His colleagues wish him many happy years of retirement.

*Jocelyn Morris, Librarian at the Centre for Ministry, North Parramatta, NSW, and
Convenor of the Libraries Committee of the Sydney College of Divinity*

Libraries On The Move

Robin Dunn

Panel Discussion Report on the Integration of Anglican Institute of Theology and the Uniting Church Perth Theological Hall Library Collections Into Murdoch University Library. ANZTLA Conference October 10-13 1996 Perth Western Australia.

History of the Collections

In 1985 a cooperative agreement was made between the Perth College of Divinity and Murdoch University by which the Anglican, Baptist, Catholic and Uniting Churches would provide lecturers and theology courses within the University setting. Oversight would be provided by the University in a similar manner to existing programs at Flinders University in South Australia and Griffiths University in Queensland. Against this background a decision was made to integrate the vocational teaching and lay extension theology collections of the Anglican and Uniting Churches - the Anglican Institute of Theology (AIT) and the Uniting Church Perth Theological Hall (PTH) Library Collections - into Murdoch University Library. These two collections were located within walking distance of each other, near the University of Western Australia but 10 kms from the site of the theology program centred on Murdoch University.

In January 1994 in preparation for integration with the Murdoch collection over 35000 volumes were moved from their sites at St Stephens Nedlands (Anglican) and Ada Purnell Library in the Uniting Church's St Columba UWA residential College Nedlands. (AIT 10000 volumes and PTH 25000 volumes).

Reasons For Integration

The decision to combine and integrate with Murdoch University had not been taken lightly or swiftly. Over eight years of committees and discussions constitutes a considerable amount of negotiation. The collections had outgrown their accommodation. The new site would provide room for the collections to breathe and grow. The churches faced serious challenge in their ability to manage, finance and adequately preserve and develop their collections. Already the collections had their own histories of amalgamations and bequests from past rationalisations. Avoidance of further wasteful duplication between the two collections, and a firmer financial footing for future collection development and staffing, were hoped for. But the prime reason for integration was to support the theology teaching program and the concept of a new theology centre being developed in association with Murdoch University. The move aimed at establishing a single site support for theological education of priests, ministers, students and lay people for the two churches contributing their collections and to do so within the context of the Perth College of Divinity. Research/reading materials and information would be accessible through computerised access, and for all library clients over longer hours and with better access to extended Information Services. Quite an amount of cross disciplinary interest was aroused. There would be greater potential for utilising the University's management and maintenance expertise, better physical conditions for the collections and professional development and support for theology library staff.

Preparation and Planning

Careful negotiation between the three institutions and the Perth College of Divinity had preceded the move. The churches' collections represented a big financial and emotional investment to them. Dedications and frontal donation plates of many books told of ministers and lay donors, many of them well known people in the church community - faithful scholars and readers of theology, ordained and lay, who had retired or died or

had downsized shelving space. There was evidence too of several previous ecumenically motivated amalgamations of collections.

Many issues had to be clarified in the fine tuning of the agreement details between the representatives of each church and the university. For example, in the case of the Uniting Church collection, a transfer agreement was drawn up. Concerns had to be addressed over how broad or specific to make the terms of agreement. In the document conditions are outlined with 'permanent gift' terms where the University assumes ownership of the collection after 25 years. Consideration had to be given to what would happen to collection components if, for any reason theology should cease to be a teaching program at Murdoch at any time in the future. This issue alone made it necessary to place ownership plates in all incoming books, and electronically tag all computerised records, relating to the incoming collections and purchases made with the churches' funding. Guidelines had to be established on what to do with items in excess to needs after integration. Details of funding had to be projected - the responsibility to be shared by the PCD, the churches, DEET and the University. Preparation of staff had to be made regarding changes that would be necessary to cope with the additional load, strategies devised to facilitate integration and cooperation between incoming theology staff and Murdoch staff and arrangements put in place for ongoing funding to support increased commitments.

Adjusting to the Idea of Integration

From the churches' point of view there was some initial concern. There was of course the original major decision to move the theology collections from the "sacred" to the "secular" context. Another set of issues related to moving from a traditional one person library style of operation to a far more technologically sophisticated academic library situation. There was too the risk associated with fitting into a bigger system. It was always acknowledged that there would be a measure of lost autonomy over the control of future directions of collections previously owned unequivocally. In the area of funding and financing it was recognised in transfer agreements that continued contribution of the churches would be necessary to supplement university funding in financing continued development of the collections. Reclassification of the collections from the theology-specialised Pettee to Dewey was necessary in the interests of uniformity with the rest of Murdoch's collection and to allow items added to be entered into the automated catalogue. The biggest cost factor lay here.

Problems Associated With the Physical Move and Integration

Although well prepared, when the word for the actual move came, it all had to be accomplished fairly quickly. The Anglican collection had to make way for an incoming collection of parish resource material to its premises. It was professionally packed and moved quickly into temporary storage in the Murdoch Library basement. When level of duplication could be determined, the materials for inclusion in Murdoch would be prepared. Access was to be through card catalogues and items requested from the basement were to be priority catalogued when a patron requested a loan.

The Uniting Church collection was to be moved directly onto a floor of the library as a manual loans/card catalogued/different classification system/special collection/subset of Murdoch Library. For its first year, it would continue to operate as a traditional, one person library within a technologically sophisticated University Library setting. It was to have its own Theology Librarian and assistant with its own loans and information services and primitive manual systems for its initial year. This collection was to have identification bookplates and electronic security tattle tapes in all books prior to packing. Gradually as integration proceeded, patrons would find firmer reliance on Murdoch materials, as the balance between Pettee and Dewey classified items tipped to favour Dewey.

Moving the Uniting Church collection was done by volunteers to save as much money as possible for the integration process. Members of a nearby parish provided the majority of the 56 individuals who helped prepare, pack and move the library and to stocktake it at the Murdoch end. Many gave the equivalent of a five day working week of their time. The only consideration they received was the enticing morning and afternoon teas and lunches provided to fuel them on and the grateful thanks of the Perth Theological Hall staff and students.

Nine months of preparation had gone into identifying ownership of library resources and separating the integrated card catalogue for the four collections housed in the Ada Purnell library. The collections of the two University of Western Australia residential colleges of St Columba and Kingswood and the Goethe Society Collection were to remain in Ada Purnell.

Anyone who has moved collections knows the planning, preparation and physical hard work involved in "moving libraries". An estimation had to be made of the number of books to be transferred from the collections and how many shelves would be needed to receive them. The proportioning out of number ranges of the receiving shelves had to be calculated, made more difficult by the fact that two collections and several separate sequences had to be merged eventually. Measurements were taken of the card catalogue records, books were counted per cm of cards, the average number of books per shelf calculated and charts drawn up for placement of sequences to be integrated. Ultimately only one major readjustment was necessary.

We started then with gratis people, gratis boxes, and much goodwill. There was initial training with step by step instruction sheets, dusting, checking, book-plateing, tattle-taping, packing to a pattern, keeping in sequence and labelling of boxes by Dewey ranges, order sequence and colour coding. Appropriate placement at the Murdoch end was done by the regular 8 hour per week assistant, working full time for the duration of the exercise!

Once on the new site, the Uniting Church's Perth Theological Hall collection was implanted into the Murdoch collection as planned. Immediate work was needed for signposting and labelling to differentiate the three manual catalogues and the Pettee Collection. There was need to introduce new users of the Pettee system to its interesting intricacies and to introduce traditional users of Pettee to the Dewey System. We need to promote self help as a priority. Many clients were used to special library/individual attention and ways of smoothing the transition were necessary. The AIT collection (with the 10,000 items which were not tattle taped that had been placed in storage in the basement) needed procedures put in place to advertise their existence and to enable those items to be brought efficiently into the Murdoch library system as required. Borrowing rights for clergy, lay people, different categories of students and users of the previous collections had to be established that were standard with Murdoch's existing policies. As a large institution, Murdoch had a number of firmly established rules, an example of which was that country clergy, and country clients generally did not fit with Murdoch's policy of mailing resources only to their own externally enrolled students. Appropriate arrangements for identifying sources of funding and the setting up of separate accounting and identification of items relating to each institution was necessary. A Theology Loans / Enquiries desk with desensitiser was set up conveniently close to the theology collections with special provision for 9-5 pm staffing. This area had its own computer catalogue terminal for accessing materials progressively being integrated. Initially this terminal was useful for training traditional, bewildered patrons in using an electronic catalogue, using the Dewey System and in appropriate searching techniques.

Methodology For Integration

The Perth Theological Hall and Anglican Institute collections were moved in January 1994. It had been suggested that the basic materials would be integrated within 6 months. However, the timing of the actual move from the University's point of view

was not good. Murdoch was replacing its old cataloguing system mid 1994 with the Innovative INNOPAC catalogue. In any case the old system didn't have the capacity to accommodate the number of books in the two incoming collections. By the time Murdoch staff had accomplished preparation and training of supervisors, installation of the new system, fine tuning and testing of the new system, training of other staff and patrons in its use and catching up on resulting backlogs of deferred routine work, it was September 1994 before training of theology cataloguing staff and the integration cataloguing was seriously under way.

A pilot study was conducted in order to predict the number of matching records which could be captured locally from the Australian Bibliographic Network (ABN) database, and use this information to plan timing and staffing. The result was that 71% of the books were predicted to need copy cataloguing, 26% original cataloguing/cloning and 3% of the records were insufficiently clear to assess.

A Theology Project Plan was prepared to lay out procedures for dealing with the procedures of the integration, including those for non-theology material, duplicates, discards and serials. Funding for serials integration was not readily available and so serials were to be dealt with as a special issue. Significant runs were set up in title order within the library and other runs stored in the basement. In the initial year Perth Theological Hall continued its subscriptions. Gradual transfer of subscriptions to Murdoch's supplier with billing and addressing to be transferred to Murdoch occurred as subscriptions fell due throughout 1995. Cataloguing of each serial title and its back runs occurred on receipt of first confirming issue under the new arrangement. The newly catalogued serial would then be removed from the Pettee title runs and reappear in the regular Murdoch Dewey Serial runs. The serial title, its holding range and other detail was then electronically searchable. The library now has 70 significant serials subscriptions catalogued and 168 titles. The index to serials information through the purchase of the ATLA CD ROM Religion Database provided a new impetus to undergraduates and researchers.

Monthly theology planning meetings were held between heads of information, bibliographic services, systems management, circulation, social sciences/humanities and the theology librarian. Regular finance and acquisition reports were made available through the management function of the new INNOPAC system.

What Has Been Achieved To Date?

By the end of 1994 sufficient numbers of core materials had been catalogued to close the temporary theology loans and inquiry area. This freed the theology librarian to be involved in general reference and information service tasks in the normal context of the Social Sciences/Humanities Subject Librarians Group while still remaining the Theology Subject Specialist Librarian. From January 1995 theology loans of integrated material were all done in the standard Murdoch manner through the automated library INNOPAC system from the normal library loans desk. Where items were still Pettee classified there was an emergency "on the fly" system on INNOPAC for temporarily registering a book and its loan details. If the patron was prepared to wait a day or so for an uncatalogued item, a special "rush" procedure for cataloguing was undertaken.

Currently there are over 15000 monograph titles and 20000 volumes which have been added to the INNOPAC Catalogue in the Dewey 200's range on INNOPAC. In the best month over 1000 volumes were catalogued of which 850 were copy cataloguing and about 100 clones/original cataloguing. For the year 1995 nearly 8000 volumes were catalogued of which about 6400 were copy cataloguing of titles and 500 were clones/original cataloguing. Due to staffing constraints nearly 2000 items not on ABN and identified for original cataloguing have been placed in store in the basement. 10000 or more other items are awaiting decisions on retention and cataloguing.

The Future

By September 1995 most of the theology project funds had been exhausted. Sifting, sorting and steady collection building is continuing. From the University's stand point, the integration project is realising most of its initial objectives. Many of the advantages of integration - to the theology programme, to Murdoch University and to users of the theology collections as already outlined - have already been realised. Advantages of access have been a big plus though many research items remain to be catalogued. As more of the rare and older items, and the original cataloguing monographs stored in the basement are made available, the research value of the collection will be greatly enhanced. The benefits of being part of a larger organisation with extended resources for management and maintenance of its collections, better collection development resources and improved access to information networks are becoming increasingly evident as technology blooms. Increased networking and electronic links with other collections and information sources will continue. CD ROM and electronic databases, indexing and use of the Internet has improved access to information on the existence and availability of a wide range of the literature. Co-operation with other theology libraries is occurring as more theology libraries use email and Internet facilities for exchange of news, information and resources.

The moving of the libraries of the Uniting Church Perth Theological Hall and the Anglican Institute of Theology, and the integration of their theology collections into Murdoch University Library, has in the main been accomplished. The project has enjoyed continued cooperation between the University and the churches over financial, staffing and philosophical issues. Murdoch has added a significant new subject specialisation resource to its library - a sound general and undergraduate collection in theology with depth and scope in its particular teaching areas of theology - Old and New Testament Studies, Systematic Theology, Church History and Pastoral Theology. Resources for research level students are building up. This integration of two church-sponsored collections into the Murdoch University Library is fulfilling its promise of providing an attractive focus and resources base for the study of theology.

And it is well so, because there is a tradition of excellence to live up to at Murdoch. When the distinguished Western Australian academic and literary figure, Sir Walter Murdoch, was asked on his deathbed in the 70's, if he would lend his name to the new Western Australian University, he is reported as saying "Yes...but it had better be a good one!"

*Robin Dunn is Theology Subject Librarian at Murdoch University, Library, Western Australia.
[The papers of Robin Dunn and Stephen Connelly were delivered at the Perth Conference, October 1996.]*

A Personal View of Change at The Joint Theological Library, 1995-1996

Stephen Connelly

In September 1995 I commenced work as the Librarian of the Joint Theological Library in Parkville, Victoria. The Joint Theological Library includes the collections of the Jesuit Theological College, Melbourne, and the Theological Hall of the Uniting Church in Australia, Victorian Synod. Its principal clients are the students and staff of the United Faculty of Theology, a teaching institution of the Melbourne College of Divinity, in which the Jesuit Theological College and the Theological Hall have combined with the (Anglican) Trinity Theological School. Prior to my appointment at the Joint Theological Library, I had been Law Librarian at The University of Melbourne for almost six years.

Making that move in September led me into a period of personal change. I had to become knowledgeable in the literature and bibliographic organisation of Theology and Ministry. I also needed to learn a new library cataloguing system. I had to learn to do without the support of colleagues working elsewhere in a large organisation (The Melbourne University Library), and work with greater autonomy and independence than before.

Yet many things have also remained the same. I travel no further to work than previously; the Joint Theological Library is on the rim of The University. I am still in a special library with an overwhelmingly academic clientele. The history of the Joint Theological Library intertwines with that of The University in some ways so cultural continuities exist. Many of the borrowers of my new library are staff or student members of The University. I have maintained contact with former colleagues in The University Library; and my new organisation offers me just as much, if not more, opportunity to practise my preferred methods of work.

Some of the chief characteristics of the personal change I have been describing were an ability to look into the future and anticipate the changes ahead; freely choosing to embrace these changes; having some idea of the methods I would use to deal with any problems; and consciously seeking to preserve some of the best aspects of my past situation. All of this, I think, almost amounts to an ideal model of change. If only organisational change, the sort of change most of us are grappling with in our libraries nearly every day, always shared these characteristics! How much easier the management of our libraries would be!

In the same period, my new organisation, the Joint Theological Library, has also been following a path of change. Partly, of course, this is attributable to its change of leadership, or the objectives I brought with me on my appointment. Of these objectives I would highlight two in particular. First, I had a commitment to quality management methods, so called, because of the ability they give to maintain an organisational focus on user needs. The University of Melbourne successfully introduced a quality approach to management in 1992. (See an account of this by Helen Hayes in "The management of change in libraries for achieving quality services", *ANZTLA Newsletter* no. 23 (August 1994)). My commitment derived from my experience as a participant in this process. Second, I was interested in the use of computers in library services, having been involved in enlarging the role of computers at The University of Melbourne Law Library.

But there were other important sources of change as well, in particular the staff and academic users of the Joint Theological Library. Staff contributed many ideas for the development of the Library's services in talks I conducted with them immediately after my arrival. The academic staff of the United Faculty of Theology were asked for a

contribution in a survey of their perceptions of the Library, which I conducted in November 1995¹. What emerged from both of these information gathering exercises was a list of aims and objectives for the future, the basis in fact of a Joint Theological Library strategic plan. The list was a long way from being a final edition of such a plan. Much more discussion of the ideas it included would be necessary before it could attain this status. Nonetheless it represented an agenda for development and change, which could support some early organisational activity.

Let me focus the rest of this presentation on only one of the strands of change that began in the circumstances I have been describing: development of the information technology of the Library. This is not necessarily the most significant development which has been taking place, but it is one that has already achieved a certain kind of completeness. Further, I think it has at least a couple of properties which give it relevance to a more general examination of organisational change. I shall try to explain what I mean by this before I finish. Some five specific goals, which had to do with information technology, had been listed in our draft Library plan. What were the principal issues they represented?

One was the developing obsolescence of our library system (Dynix release 135), which was showing its age in a number of ways. For example, the operating system had become outmoded; the company would no longer go on supporting it. Also, its indexing capabilities had been outstripped by changes to the structure of MARC records, which was a serious problem to the Joint Theological Library as a full member of ABN. A second issue was the need to give internet access to our reference, interlibrary loans and acquisitions staff. I do not think the internet has yet become a necessity for any library, but obviously it is becoming more useful. Third, there was the need to make our catalogue accessible in the offices of our academics. (The three colleges that make up the United Faculty of Theology are distributed over quite a wide area.) Here we were dealing with the effects on our users (their interest in remote access to our catalogue) of an environmental change (greater dissemination of computers). Later, after we were under way, another issue arose: the fact that ABN planned next year to sever leased-line access to the national database. To maintain the level of our membership of ABN (or later, World 1) we would have to put our cataloguing staff, at least, on the internet. This is the only purpose I have so far identified for which the internet will clearly become essential instead of simply desirable.

A small project team came into existence (myself and the cataloguing staff) which had the initial task of developing a detailed set of responses to the issues which we had identified. By and large we worked independently, but on several points it was necessary to get expert advice. We were very fortunate to be able to avoid having to purchase this advice. A Jesuit who was himself busy developing the information technology infrastructure of another institution was generous with his time. So also was the systems administrator of Ormond College, in whose buildings we are located. The first fruit of our work was a more detailed, and preferentially ordered, set of goals that we felt addressed our issues. These would be merged into the Library's developing overall plan. I present them all as follows:

1. Replace our Dynix cataloguing and circulation systems with the most recent versions of these systems.
2. Secure suitable levels of access to World 1 for all staff who need to use it.
3. Secure suitable levels of access to the Internet for all staff who need to use that.
4. Install a local area network which supports the achievement of the above goals.

¹ I used a model previously employed at The University of Newcastle, and described in Peter Sidorko and Charmian Mitchell, "Academic Survey at The University of Newcastle Library", *Australian Academic and Research Libraries*, 26 (3) pp175-182.

5. Open the computer catalogue to remote inquirers, either over the Internet or through the telephone lines (whichever proves to maximise effectiveness, while guaranteeing the safety of the catalogue).
6. Ensure staff are trained to be able to obtain maximum value from new technology installed.
7. Create a Joint Theological Library home page.
8. Acquire and install the Dynix acquisitions module.

I would like to make clear all of the advantages with which the project team began. Our situation was, I think, quite distinctive, and very fortunate. I have already mentioned the availability of expert assistance. Our links to Ormond College were beneficial to us in another way as well. Ormond had an ethernet line running past our door. This was connected to The University internet hub, and plans existed to upgrade this connection in breadth and speed. Though not essential to our plans, getting a link into this would obviously be highly beneficial. To achieve it, the interests of the college and the university, had to be properly addressed, and finally this occurred.

One strand of activity pursued by our team, which fell largely to me, was to keep the United Faculty of Theology community - users, academic staff, members of the Library Committee - informed of what was happening. I believe public relations of this sort can be quite critical to the success of any change. I think change should be explained to everyone who has an interest in the outcome, especially to persons for whom the project has financial implications. In our case, the means of doing this included circulars, verbal reports and meetings. The launch of Stage One of the plan in July (see below) was also a useful opportunity to involve a group of users in the project.

A later outcome of our work was an action plan dealing with the priority and capital intensive objectives on our earlier list, which had the approval of the Joint Theological Library Committee. This had two stages:

1. Installation of a local area network of three workstations, with a connection to the internet through the College-University link. We intended this to occur in the middle the year. This did in fact happen.
2. Installation of Dynix update version 152 (or 153, depending on whether it was ready at the time) on this network at the end of 1996. We are working busily on this stage at present.

What is the present status of our initial goals (see above)? The plan implements goals 1, 2, 3 and 4. Goals 5 and 8 await work that will occur after the gains of Stage Two have been consolidated. Goal 6 has been started, but we will have to retain a focus on this for some time to come. Goal 7 was achieved once the network infrastructure in Stage One was in place. (You will find the Joint Theological Library home page at <http://www.ormond.unimelb.edu.au/JTL>.)

I said before that our information technology developments appear to have some properties which may give them relevance to a more general examination of organisational change. The properties I had in mind are as follows.

1. Our changes to information technology were consciously undertaken within the library's established planning procedures.

I would suggest organisations have a stronger capacity effectively to respond to change if they have established planning procedures which allow their managers to evaluate new needs in the light of pre-existing ones, involve relevant groups of clients or administrators and introduce changes to work-flow, practices and procedures in an integrated and balanced way. Then the demands of the change on the organisation can be assessed against the other demands it is facing. Being able to do this is of course helpful to finance committees faced with requests for funds to develop responses to

change in their organisations. It follows, I think, that submissions to these committees should emanate from a fuller plan for the organisation.

2. They are examples of change that has been precipitated, if not wholly caused by, not abnormally large environmental change.

This is an argument for establishing a planning process rather than just writing a plan. The environment of our organisations will continue to change. So we will always have a need for systems that give us the opportunity to detect whatever change is occurring, to develop responses to it in a rational way and to evaluate such responses in a relevant context. The quality approach is not essential to achieving a capability of this sort. But it can be very helpful. Certainly a permanent planning process is an essential component of a quality approach.

To conclude:

In thinking about the future - the theme of this conference - I think we librarians will do well to retain a focus on our users' needs. Doing so places new technologies in an appropriate perspective and helps us to see the continuing value of traditions. Our users' needs are subject, of course, to the influence of environmental factors well beyond our control. However, libraries may themselves influence their users' needs by such means as the quality of their services and introducing new policies and practices. So librarians are not without all power to influence the future direction of their libraries. Perhaps, after all, organisational change may be executed in a way which includes some of the general features of model personal change, described with reference to my own case at the beginning. There may still be room for choice. It may not be unreasonable to maintain an investment in the best of our traditions.

Stephen Connelly is Librarian of the Joint Theological Library, Ormond College, Melbourne.

ANZTLA-forum

ANZTLA-forum is an email discussion list which aims to bring ANZTLA members closer together. If you are a personal member of ANZTLA or an employee of an ANZTLA member institution you are able to become a member of the list. Twenty one members of ANZTLA have joined ANZTLA-forum so far.

To subscribe start your email programme and fill in the screen as follows:

To: majordomo@ormond.unimelb.edu.au
Subject: subscribe ANZTLA-forum [your email address]

- Notes:
1. Leave the subject field empty.
 2. The case you use in entering the name of the discussion list is unimportant.
 3. Includes an email address in the message only if it is different from the one you use when you subscribe and you want correspondence from ANZTLA-forum to go there.
 4. Turn off the option in your email programme that automatically adds your signature to outgoing messages, if you have it.

Having subscribed to ANZTLA-forum, you will want to send messages to it. The address to use is: ANZTLA-forum@ormond.unimelb.edu.au

Stephen Connelly
Joint Theological Library

Book Review

McIntosh, Lawrence D. *Religion and theology: a guide to current reference resources*. Wagga Wagga: Centre for Information Studies. Charles Sturt University - Riverina, 1997. 251pp. ISBN: 0-949060-37-2. \$45.00 plus \$5.00 p&h per order from the Centre for Information Studies.

How often, as a librarian, have you had a student tell you : "but I don't know where to start!?" In his retirement Lawrence McIntosh continues his ever valuable contribution to theological librarianship in this, his latest publication.

Religion and theology "is designed to introduce students, teachers, librarians, and others to current reference resources in the fields of religion, religions, and theology" (p.vii). The appeal is broad - to the student of religious studies in university departments of religion, and to the theological student at seminary or theological college. Members of theological teaching faculties will use this volume to advise students on suitable resource materials for essays / research papers. For librarians it will become the first point of reference in assisting the 'fractious student' (as described by Andrew Hamilton in his 'launch' address, 16 April 1997) who doesn't know where to start when confronted by a bewildering array of resources. This volume will not only assist the librarian in reference work, it will also function as a current checklist for the development of reference and periodical collections.

Although thorough and broad-ranging in its scope, obviously a work such as this can never be comprehensive but the wisdom and insight of Dr McIntosh's long experience as a librarian is clearly seen in the calibre of his selectivity. With the objective of being informative, reliable and up to date, the author has concentrated on items published between 1980 and 1995. As stated, "some older titles ... are included simply because they have been neither superseded nor surpassed." (p.xi). While the coverage is international, useful both to local users and to overseas scholars and librarians, particular attention has been given to resources of significance to the study of religion and theology in Australia and New Zealand, with an emphasis on the nature, history and status of religions in this region.

The work is divided into two parts and into fourteen chapters. Part 1 lists general reference resources; Part 2 deals with specific subjects in religion and theology. Arrangement is therefore by subject, divided by types of material. The final chapter comprises a list of religious and theological periodicals.

Religion and theology will no doubt become a standard work in all theological and religious collections. Future generations of students, teachers and librarians will be indebted to Lawrence McIntosh for this valuable research tool.

Lynn Pryor

Statistics time again!

The 1996 Statistics forms should have landed on your desk some weeks ago! Are they already buried and forgotten? Don't forget the May 31st deadline! get them in and let's have a better return rate this year! Do you need to be convinced of the worth of statistics? Then read again the short item published in *ANZTLA newsletter* four years ago, written by none other than our very own President, Wendy Davis! In case you can't find it(!) I reprint it here for your edification and encouragement!

Library Statistics

Wendy Davis

Almost every year at the ANZTLA Conference there are mumblings about why we need to collect statistics. Recently I used the ANZTLA statistics for St Barnabas' College Library to perform a very interesting exercise. The 'gut' feeling I had about the cost of books and the performance of the budget were substantiated.

I presented these statistics to my library committee and then to the St Barnabas College Council. The statistics made a great impact on all to whom they were presented. Unfortunately this has not yet had practical ramifications on the library budget, however ... (one can but hope!).

How the budget has been spent:

	Mono \$	Serial \$	Total \$	Budget \$
1988	6678	1675	8353	7000
1989	6169	1682	7851	8000
1990	6760	2108	8868	9000
1991	6917	2410	9427	9000
1992				10000

	Mono %	Serial %	Books purchased	Average book cost
1988	79.9	20	395	16.90
1989	78.5	21.4	246	25.07
1990	76.2	23.7	294	22.99
1991	71.4	28.6	240	25.07

Explanation of statistics

Since 1988 Serials / Periodicals have increased as a percentage of actual expenditure by nearly 9% causing a similar decrease in the amount spent on books. At the same time the cost of books has increased by 45%. This has meant a decrease in the number of books purchased from 395 to 240. It is too early to know anything for sure about 1992 statistics but is my feeling that this trend is continuing. I estimate that the average price of books is now about \$30 and periodical prices have increased considerably.

Conclusions

Based on 1991 statistics in order to return to the balance of 1988 (20% periodicals, 80% books) the 1993 budget should be increased to \$15100.