

Does your library produce a written annual report? I would be interested in receiving copies of such - if they exist. If you don't produce one, is this an idea worth thinking about?

I hope to see you in Adelaide in June!

(Rev) Trevor Zweck
President.

Editor's note: See page 35 for a Conference Registration Form - it's not too late!

OF BOOKS, BYTES, AND BUCKEYES: A PERSONAL ACCOUNT OF A JOB EXCHANGE

Trevor J. Zweck

The following is one theological librarian's account of his experience of a job exchange. It is believed to have been the first international job exchange between theological librarians.

THE LOCATION

The buckeye is a tree which once flourished in the former Northwest Territories of the United States (the areas northwest of the Ohio River). Although its fruit (a round nut) is totally useless - poisonous, in fact - the timber of the buckeye was extremely useful in the pioneering days, being used for anything from beams and rafters to eating utensils. (It was even hollowed out to make wooden bowls.) Sadly, the tree has all but disappeared from the landscape, but its name is indelibly etched into the life and history of the state of Ohio - the Buckeye State. Its grey and scarlet football team and its basketball team are popularly known as the Buckeyes, a term used also for the people of Ohio.

Ohio

Ohio was the first state created by decree of the original thirteen states of the Union in 1803. Since then, it has always played a crucial role in the life of the nation, supplying it with eight of its presidents. The most distinctive feature of the state, curiously enough, is its diversity. 'No single city dominates the state; no single crop its agriculture; no single industry its manufacturing'¹ It is the home of the commercial tomato (developed at Reynoldsburg, where an annual Tomato Festival is held) and of America's first oatmeal cereal (developed by Ferdinand Schumacher of Akron to feed the troops during the Civil War). Akron is also the home of several of the world's major tyre manufacturers. Cincinnati is home of the baseball team which, during my sojourn in Ohio, won the World Series Championship.

Famous people from Ohio include aviation pioneers Orville and Wilbur Wright. It was in Ohio that John D. Rockefeller made his first oil fortune. (It was a sad reversal of history to witness the Sohio (Standard Oil of Ohio) petrol pumps being replaced by the more familiar green and yellow of British Petroleum). It was at Zanesville (from which Zane Grey got his name - not vice versa) that Amelia Bloomer shocked the citizens by appearing on stage in pantaloons and boots 'to right the wrongs of women'. Ohio was also the home of such colourful characters as Buffalo Bill and Annie Oakley. The pilot of the Edna Gay, which delivered the bomb which devastated Hiroshima, was a citizen of Columbus.

Ohio has always been prominent in the field of education, Ohio State University (with more than 60,000 students) being one of the biggest in America. In 1837, America's first coeducational college was established at Oberlin, where the famous abolitionist Charles Grandison Finney was a lecturer. In 1856, Wilberforce College was established as the nation's first black college. The state has also been prominent in the establishment of libraries, with public libraries being established at Belpre, Dayton, and Cincinnati by the 1790s. Amersville boasted the famous 'coonskin library' - where annual dues of \$2.50 were paid in coonskins.

¹Cited from the back cover of George W. Knepper, *Ohio and its people* (Kent, Ohio: Kent State University Press, 1989) from which most of the factual data about Ohio are gleaned.

On the religious scene, it was in Ohio that Thomas and Alexander Campbell joined with Barton W. Stone to establish the Disciples of Christ (Christian Church). In 1830, it was the temporary home of Mormonism and, in fact, the last home of Joseph and Hiram Smith, who were murdered in Illinois on the trek to the State of Deseret. Millerism, from which developed the Adventist movement, also originated in Ohio.

Columbus

Columbus, the capital city of Ohio, which has a population of just over one million (about the same as Adelaide) is situated on the Scioto River; a stream marginally more impressive than the Torrens. In 1992, it is hosting the Ameriflora festival to honour the 500th anniversary of the arrival in the New World of the man from whom the city gets its name. It is reputed to be the third largest research centre in the world, including the headquarters of the Battelle organisation.

Trinity Lutheran Seminary

Seven kilometres to the east of the central business district, sandwiched in between the affluent suburb of Bexley and one of the most depressed socio-economic areas of Columbus, lies Trinity Lutheran Seminary, the location at which this job exchange took place between the writer and The Reverend Rich H. ('Dick') Mintel (then the Associate Librarian). In 1850, Capital University and Seminary was established on this site, the seminary having been originally established in 1830 closer to the heart of Columbus. Through a series of separations and amalgamations, Trinity Lutheran Seminary emerged on the present site, across the street from Capital University, in 1978, the library of the new institution taking its name, Hamma, from one of the amalgamating seminaries.

The modern buildings of Trinity are dominated by the magnificent Gloria Dei Worship Center, a functionally and aesthetically splendid facility located symbolically at the heart of the complex. The buildings are essentially all under one roof, comfortably insulated from the exigencies of the weather, which is controlled alternately by the flow of warm air from the Gulf of Mexico and by cold air coming down from Canada or by violent storms created by the clash of the two. Trinity has an enrolment of about 250 students, of which 180 (both men and women) are preparing for ordination, the rest preparing for various lay ministries or pursuing private studies. The school maintains a strong mission emphasis and is developing a strong program in church music. It proved to be a very friendly and caring community, where it was easy to feel at

home. Don and Shirley Huber, in particular, went to extraordinary lengths to make it an enjoyable and profitable experience.

The Hamma Library

The Hamma Library is spacious and well-equipped. It has holdings of more than 100,000 volumes and 500 current periodical subscriptions. It has five full-time staff plus part-timers (including students). It is not fully automated, but is linked for cataloguing purposes to the Online Computer Library Center (OCLC) which is located on the outskirts of Columbus. Cards are received from OCLC for the local catalogue. The library is up-to-date with CD-ROM technology and equipped for external database searching. It also has a splendid Rare Book collection, kept in a controlled-atmosphere room. Other special features include a children's section, a newspaper reading area (both of these conveniently located near the entrance), and a fine historical collection.

THE CONCEPT

The concept of the job exchange was developed through correspondence between the writer and Dr Donald L. Huber, Librarian of Trinity Lutheran Seminary during 1988 and 1989. What made the exchange of correspondence easier was the fact that I had visited Trinity for four days in 1986 and that Don had spent twelve months at Luther Seminary during 1986/87. A joint proposal was developed and submitted to the appropriate committees of both institutions.

Timing and Duration

It was decided that the exchange would take place between July/August 1990 and January 1991. Dick would come to Luther Campus, North Adelaide at the beginning of July to familiarise himself with the Løhe Memorial Library, as he would be replacing me as Librarian-in-charge. He would take a month of holidays later in the year, and I would fit in a few weeks at the end of my tour of duty, holidaying with my wife and daughter in England.

Aims

The aims of the job exchange, as they related to both parties together and each party individually, were determined at the outset. Those applying to both parties were expressed in the following terms:

- (1) Working in the context of the host country would broaden their experience in librarianship, theology and general cultural awareness.
- (2) Such an exchange would deepen understanding and would strengthen personal bonds between Trinity and Luther, the Evangelical Lutheran Church in America and the Lutheran Church of Australia, the United States and Australia.
- (3) There would be opportunity for further professional development through courses, conferences, and seminars.

For me, the following specific objective was stated:

It would be a timely and valuable learning experience. Cataloguing and interlibrary loan operations at Trinity are computerised through OCLC, which is state-of-the-art technology; hands-on experience of this system would be an excellent preparation for anticipated future developments at the Löhe Memorial Library.

For Dick, the following specific objective was stated:

He is deserving of study leave after ten years service on the staff of Trinity. In addition to librarianship, he would do additional study in the area of World Religions.²

These aims were accepted by all parties to the exchange. In the event they were fulfilled as fully as could have been expected.

THE EXCHANGE

Dick came to Australia at the beginning of July to familiarise himself with the Löhe Memorial Library while I was still present (since there is no other full-time member of staff here) and I left for the United States

² 'Proposal for job exchange between Rev. Richard Mintel, Associate Librarian, Trinity Lutheran Seminary, Columbus, Ohio and Rev. Trevor Zweck, Librarian, Lutheran Seminary, North Adelaide, South Australia, (unpublished) p.1. (Between the time of the proposal and the event, Lutheran Teachers College moved onto the campus of Luther Seminary'; hence the sphere of responsibility of the Librarian was expanded from that of Luther Seminary to that of Luther Campus - incorporating both institutions.)

at the end of July. This month proved to be a very valuable time of sharing with one another and learning from one another. It very adequately served the main aim of orienting to the local scene. It also provided opportunity for us to attend the annual conference of the Australian and New Zealand Theological Library Association in Brisbane together. At this conference, Dick presented a paper on 'Current trends and developments in the American Theological Library Association', and I led a workshop on the Pettee Classification.

Physical Arrangements

The accommodation provided for me in Columbus was a fully furnished, single bedroom apartment, situated directly across the street from the seminary, in a student accommodation block. Power, heating, and telephone rental were provided. When my wife and youngest daughter joined me at the beginning of December, it became a little crowded, with the lounge room doubling as a bedroom, but it was very comfortable and very tastefully furnished. From this time, a car (a 1991 Chevrolet Cavalier) was also provided for our personal use.

In Adelaide, Dick and Nancy Mintel and their son, Rodger, were accommodated in a flat also located in a student housing block, across the street from Luther Campus. It was a novelty for Dick to be able to walk to work, as he normally travels fifteen miles. Arrangements had also been made well in advance for Rodger to continue his schooling at Concordia College.

Funding

To keep funding problems to a minimum and to avoid disruption as much as possible, it was agreed that both parties would continue to receive salary and allowances from their home institution, at the same rate that would apply if they were still there. The host institution was thus responsible for providing accommodation and a car. The only other major components were for travel from country to country, together with such incidentals as travel insurance and health insurance. I was grateful to receive support from the Faculty Improvement Program of the Lutheran World Federation in Geneva, and from Project Andrew in Adelaide.

Library Duties

My job involved mainly cataloguing and classification, plus some reference work and a variety of other tasks as need arose from time to time. It meant becoming acquainted with the Library of Congress Classification, but I found it very logical, well organised, thorough, and not at all difficult to work with. Cataloguing was done on the OCLC online system, using a personal computer connected by modem to the OCLC database. While the bulk of the work involved copy cataloguing, with online editing, it also gave me familiarity with MARC (Machine Readable Cataloguing) coding and with the demands of original cataloguing. While there are some differences between OCLC and the ABN system, most of the knowledge gained and skills developed will be readily transferable to the local situation.

Other tasks included reference work, supervision, and training of other staff, and bibliographic searching on the OCLC database. One special task involved the downloading of selected MARC records for compiling a bibliography for the microfilming and preservation of books on Lutheranism in America (a project of the American Theological Library Association). Another special project involved the downloading of hard copy representations of MARC records to send to Riga, Latvia, for the cataloguing of the revived seminary library there.

Other Library Activities

It had always been intended that I should broaden my library-experience as much as possible, by taking advantage of any library events which it might be possible for me to attend and to visit other libraries as occasion may offer. As it transpired, there were many such activities to take in.

I was able to attend the semi-annual meeting of the Ohio Theological Library Association at Ashland Seminary, Ashland, Ohio. Some librarians had travelled up to 250 miles to attend this very full meeting, which included an illustrated lecture on Biblical archaeology and a tour of the Ashland Seminary library (a user of the Pettee Classification). I took the opportunity to report briefly on the work of ANZTLA. The seminary is run by the Methodist Church, but serves a broad spectrum of Protestant interests in northern Ohio.

I spent a few days at beautiful Richmond, Virginia, renewing acquaintances with Dr John Trotti and the staff of the library of Union Theological Seminary in Virginia. Since John is the editor of *Pettee Matters*, it was an opportunity to discuss the development and updating of the Pettee Classification. I also took the opportunity to view the plans for the US\$20 million extensions to the UTSV library. Naturally, we also enjoyed the splendid southern hospitality.

I was able to spend a weekend at Concordia Theological Seminary, Fort Wayne, Indiana, catching up with Australian friends and visiting the library there, under the direction of the Reverend Paul Jackson. I was particularly impressed by the spectacular advances in automation which had occurred here since my previous visit in 1986. The catalogue operates on the MARCIVE CD-ROM program, which is also used at the other Concordia (St Louis, Missouri). There is also an abundance of computers for the use of library patrons.

Luther Northwestern Theological Seminary in St Paul, Minnesota is another library which has recently automated, basing its catalogue on the Intelligent Catalog, another CD-ROM product. (Both of these CD-ROM catalogues are unavailable in Australia). The temperature was 18°F below zero and the snow knee deep when we were met by Professor Norman Wente, who had visited us in Australia. He had recently returned from Europe, where he had been collecting the most comprehensive collection of primary Reformation resources in microfilm and microfiche for the Lutheran Brotherhood Reformation Research Library, which is housed within the Luther Northwestern Library. This will be the biggest collection of its kind in the world, including much material hitherto unavailable to researchers and not before brought under bibliographic control.

Several weeks spent in England on the way home provided further opportunity for library contacts. This included a meeting with Mrs Margaret Ecclestone, President of the Association of British Theological and Philosophical Libraries, together with Mr Patrick Lambe, Editor of the *Bulletin of the ABTAPL*, in London. I was also able to spend a very full day at Blackwell's, Oxford becoming acquainted with their procedures for the supply of books and periodicals and enjoying their hospitality for two days.

Non-Library Activities

It was anticipated that there may be opportunity to attend other non-library functions during the time of the exchange, and so it proved to be. Participation in one event had been planned in advance; another fortuitously occurred during my stay in Columbus

The latter was the Lutheran Historical Conference, held at Lutheran Theological Seminary, Gettysburg. The seminary is situated on Seminary Ridge, which was the campsite of the Confederate forces during the Battle of Gettysburg. The magnificent colonial buildings, set in peaceful grasslands, separated down the centre by Confederate Avenue, made an incongruous setting for the gruesome scenes played out here 1-3 July, 1863, with 17,000 casualties. Naturally, I took advantage of the opportunity to tour the battlefields, one of the most famous tourist spots in the United States, and to climb the five flights of rickety steps to the cupola of the main seminary building, from which General Beaufort had witnessed the advance of the Confederate troops (before the Union forces were driven out). But it was also a great pleasure to be introduced to some of the church history of the area surrounding Gettysburg and to participate in the sessions of the conference, meeting some of the leading Lutheran historians of the United States.

The event planned before my departure from Australia was participation in the Barnes Conference (the conference of pastors) of the Evangelical Lutheran Church of England. It was a rare opportunity to meet the pastors of this small church and to address them on 'Theological issues facing the Lutheran Church of Australia in its first quarter-century'. It was also a chance to become more familiar with this church's seminary, Westfield House, where my brother (Dr Glen Zweck) is tutor - and to visit yet another library!

It proved to be a very full half-year, offering a great variety of new experiences. I am extremely grateful to both the Lutheran World Federation and Project Andrew for the financial support which made it possible - as also to the governing bodies of the two institutions involved.

THE BENEFITS

This job exchange has attracted considerable interest far beyond the circles of the institutions directly involved. Many theological librarians, for various reasons, do not qualify for regular sabbatical leave. In most

situations, sabbatical leave for librarians would be more costly than for lecturers, due to the need for a full-time replacement and the obvious inability to either defer responsibilities or to have them covered by others on staff. In this situation, the job exchange may be seen as a possible alternative. It allows some variety of experience at a comparatively low cost - basically the cost of travel and accommodation. Moreover, it is the kind of experience which may be likely to attract grants from funding bodies.

The most obvious advantage of the exchange for me was the training and experience it provided me in MARC cataloguing. The OCLC network, through which the cataloguing was done, is the largest automated library network in the world, with 1600 participants and 23 million records in its database. Because of the vastness of the database and the depth of some of the collections mounted on it, there are very few items which are not available for copy-cataloguing - though many records require adaptation and editing. (The Hamma Library contributes some 50-60 items of original cataloguing out of a total annual output of about 3000 items.) Although some of the procedures for cataloguing on OCLC differ in some respects to the local equivalent (the Australian Bibliographic Network), most of the knowledge and skills gained is directly transferable. In particular, it was good to have the assistance of a mentor (Cindy Fritsch) in discovering the structure of the MARC record and the requirements for creating it; at the same time, it was an excellent opportunity to brush up my knowledge of cataloguing rules.

It was also a good opportunity to become familiar with the Library of Congress Classification, which is used at Trinity - as indeed at most theological libraries in the United States. This classification is very logical and detailed and well indexed; hence, not at all difficult to work with. From my brief experience of it, I would consider LC as easy to use and as suitable for a theological library as the Pettee Classification (with which I am much more familiar) and better than Dewey on both counts.

Another valuable aspect of the exchange was the experience of being part of a larger team. It taught me much about teamwork and cooperation. It also taught me to place greater confidence in staff with less training and experience than my own. It was also a great opportunity

to be able to 'pick the brains' of others whose library experience has varied considerably from my own.

To tabulate all the cultural learning which took place would require an article of its own - and such a tabulation would no doubt still leave out much that is impossible to call to mind. While there are, of course, many cultural similarities between Australia and America, there are also some notable differences. Many such differences must be experienced to be understood. Being in the second half of the calendar year, the exchange gave me the opportunity to experience some of the special seasonal customs of that part of the world: the family fellowship and feasting of Thanksgiving, the festivity and fun of Halloween, the colour and excitement of Christmas, and the dazzling lights of Hanukkah. Both the similarities and differences of church life were fascinating to observe - especially worshipping with a predominantly black congregation in a depressed socio-economic community.

To undertake an international job exchange was a considerable challenge - especially as there was no prior experience of this kind to serve as a pattern or to offer guidelines. From my point of view, it was an overwhelming success, due in no small measure to the goodwill of all involved on both sides of the Pacific. It was certainly worth the hard work and planning which made it possible. It was for me a great learning experience and a very pleasant variation to the particular vocation in which I have been involved since 1980.

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