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SUMMARY
OF
PROCEEDINGS

Fortieth Annual Conference
of the

AMERICAN THEOLOGICAL LIBRARY ASSOCIATION

Comprehensive Index 1947-1986

[illegible] College
Kansas City, Kansas
June 15-20, 1986

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Comprehensive Index 1947-1986

Betty A. O'Brien
Editor

Rockhurst College
Kansas City, Kansas
June 15-20, 1986

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Preface

This year marks the 40th anniversary of the American Theological Library Association. One has only to look through the past volumes of the ATLA *Proceedings* to discover the large number of people who have been involved in the development of ATLA from its beginnings in 1947 to the present day. While space does not permit an accounting of the contributions of each of these persons, this volume does include lists of the past officers and members of the Board of Directors of ATLA and the locations and dates of each of the 40 conferences. This 40th anniversary volume is dedicated to these leaders and to the many others who have by their attendance and service helped make ATLA the respected organization it is today.

Under the leadership of Dr. John Trotti, an afternoon session of this year's conference was designated as a time of celebration. Two charter members of ATLA participated; Ernest White, who shared on tape his reminisces of the early years of ATLA, and Dechart Turner, who challenged us to remember the past but also to press on to higher goals of theological librarianship. Their contributions are included in the contents of this *Proceedings* volume.

A 40 year cumulated index is also a part of this volume. Prepared by the editor, it is a revision and updating of Channing R. Jeschke's index published in the 1972 *Proceedings*. It is hoped that these added features will assist ATLA members in remembering the past and celebrating the future.

This issue of the *Proceedings* (the largest ever published) would have been impossible without the cooperation of the contributors; the encouragement of the Executive Secretary, Simeon Daly; and the dedication and efficiency of his secretary, Cynthia Spencer, who has prepared the material for publication.

Betty A. O'Brien
Editor

ATLA ORGANIZATIONAL DIRECTORY, 1986-1987

President: Stephen Lee Peterson, Yale Divinity School Library, 409 Prospect Street, New Haven, CT 06510. 203-436-3128.

Vice-President: Rosalyn Lewis, United Methodist Publishing House, 201 8th Avenue, South, Library Room 122, Nashville, TN 37202. 615-749-6437.

Past-President: Sara J. Myers, Ira J. Taylor Library, Iliff School of Theology, 2201 South University Blvd., Denver, CO 80210. 303-744-1287 ext. 170.

Treasurer: Robert A. Olsen, Jr. (1989), Brite Divinity School, Texas Christian University, Fort Worth, TX 76129. 817-921-7668.

Executive Secretary: Simeon Daly, O.S.B. (1990), Office of the Executive Secretary, St. Meinrad School of Theology, Archabbey Library, St. Meinrad, IN 47577. 812-357-6718.

Member-at-Large: Alice M. Kendrick (1987), Records and Information Center, Lutheran Council in the United States of America, 360 Park Avenue, South, New York, NY 10010. 212-532-6350.

Member-at-Large: James A. Overbeck (1987), Columbia Theological Seminary, 701 Columbia Drive, Decatur, GA 30031. 404-378-8821.

Member-at-Large: H. Eugene McLeod (1988), Southeastern Baptist Theological Seminary, Box 752, Wake Forest, NC 27587. 919-556-3101 ext. 250.

Member-at-Large: William C. Miller (1988), Nazarene Theological Seminary, 1700 E. Meyer Blvd., Kansas City, MO 64131. 816-333-6254.

Member-at-Large: Diane Choquette (1989), Graduate Theological Union, 2400 Ridge Road, Berkeley, CA 94709. 415-841-8222.

Member-at-Large: Leslie R. Galbraith (1989), Christian Theological Seminary, 1000 W. 42nd Street, Indianapolis, IN 46208. 317-924-1331.

Editor of the Newsletter: Donn Michael Farris (1988), Divinity School Library, Duke University, Durham, NC 27706. 919-684-3691.

Recording Secretary: Joyce L. Farris, Perkins Library, Duke University, Durham, NC 27706. Mailing address: 921 North Buchanan Blvd., Durham, NC 27701. 919-286-1544.

Editor of the Proceedings: Betty A. O'Brien (1992), United Theological Seminary Library, 1810 Harvard Blvd., Dayton, OH 45406. 513-278-5817.

Representative of the Preservation Board: John A. Bollier, Yale Divinity School Library, 409 Prospect Street, New Haven, CT 06510. 203-436-8440.

Representative of the Index Board: Norman J. Kansfield, Colgate Rochester/Bexley Hall/Crozer Divinity School, 1100 S. Goodman Street, Rochester, NY 14620. 716-271-1320 ext 229.

Preservation Board: John A. Bollier, Class A Member, Chair (1990), Yale Divinity School Library, 409 Prospect Street, New Haven, CT 06510. 203-436-8440.

Newland Smith (1987), Class A Member
Kent H. Richards (1987), Class B Member
Richard D. Spoor (1988), Class A Member
Kenneth O'Malley (1988), Class A Member
Dorothy G. Thomason (1989), Class A Member
Earle Hilgert (1989), Class B Member
Tamara Swora (1990), Class B Member
Robert Markham, Director of Program, Ex-officio, 1118 East 54th Place, Chicago, IL 60615. 312-643-7470.
Simeon Daly, O.S.B., ATLA Executive Secretary, Ex-officio
Robert A. Olsen, Jr., ATLA Treasurer, Ex-officio

Index Board: Norman J. Kansfield, Class A Member, Chair (1990), Colgate Rochester/Bexley Hall/Crozer Divinity School, 1100 S. Goodman Street, Rochester, NY 14620. 716-271-1320 ext 229.

Sarah Lyons (1987), Class B Member
Abraham Bookstein (1987), Class B Member
James Dunkly (1989), Class A Member
Lucille Hager (1989), Class A Member
Conrad Cherry (1989), Class B Member
Robert C. Dvorak (1990), Class B Member
Albert E. Hurd, Director, Ex-officio, 5600 S. Woodlawn Avenue, Chicago, IL 60637. 312-947-9417.
Simeon Daly, O.S.B., ATLA Executive Secretary, Ex-officio
Robert A. Olsen, Jr., ATLA Treasurer, Ex-officio
Sara Myers, Board Liaison to the Committee on Space Needs

Standing Committees

Bibliographic Systems: Clifford Wunderlich, Chair, PO Box 1225, Cambridge, MA 02238.

John R. Muether
Joyce Farris, Representative to Committee on Cataloging: Description and Access
Alice Runis
Ferne Weimer
James Overbeck, Board Liaison

Collection Evaluation and Development: Roger Loyd, Chair (1988), Bridwell Library, Perkins School of Theology, Southern Methodist University, Dallas, TX 75275.

Linda Corman (1987)
Channing Jeschke (1989)
Les Galbraith, Board Liaison

Nominating: Dorothy Parks, Chair, Vanderbilt University, Divinity Library, 419-21st Avenue, South, Nashville, TN 37240.

Russell O. Pollard
John Baker-Batsel

Program: Cecil White, Chair (1988), 161 Delores Street, #5, San Francisco, CA 94103.

Tom Gilbert (1989)
Melinda Reagor (1990)
William Faupel, Host 1988

Publication: Ellis O'Neal, Jr., Chair (1989), Andover Newton Theological School, Newton Centre, MA 02159. Effective December 10, 1986: 616 Westover Avenue, Apt. 1, Norfolk, VA 23507-1719.

Norma Goertzen (1987)
Cynthia Runyon (1988)
Betty O'Brien, Ex-officio, Board Liaison
Kenneth Rowe, Ex-officio

Reader Services: Christine Wenderoth, Chair (1987), Columbia Theological Seminary, 701 Columbia Drive, Decatur, GA 30031.

Norman Anderson (1988)
William Hair (1989)
Diane Choquette, Board Liaison

Other Committees and Representatives

Committee for Historical Records: Martha Aycock, Chair (1989), Union Theological Seminary, 3401 Brook Road, Richmond, VA 23227.

Gerald W. Gillette, Archivist, Presbyterian Historical Society, 425 Lombard Street, Philadelphia, PA 19147. 215-627-1852.
David Wartluft, Oral History
Alice Kendrick, Board Liaison

Committee on Financial Management: H. Eugene McLeod, Chair (1988), Southeastern Baptist Theological Seminary, PO Box 752, Wake Forest, NC 27587. 919-556-3101.

William Miller (1987)
Rosalyn Lewis (1987)
Norman Kansfield
John Bollier
Robert A. Olsen, Jr., ATLA Treasurer

Statistician: Simeon Daly, O.S.B., Office of the Executive Secretary, St. Meinrad School of Theology, Archabbey Library, St. Meinrad, IN 47577. 812-357-6718.

Relationship with Learned Societies: Simeon Daly, O.S.B., Office of the Executive Secretary, St. Meinrad School of Theology, Archabbey Library, St. Meinrad, IN 47577. 812-357-6718.

Representative to NISO (Z39): Raymond Vandegrift, Dominican College Library, 487 Michigan Avenue, N.E., Washington, DC 20017.

Representative to the Council of National Library and Information Associations (CNLIA): Paul A. Byrnes, 69 Tiemann Place, Apt. 44, New York, NY 10027. 212-602-7100.

Simeon Daly, O.S.B., Ex-officio

Annual Conference Hosts:

1987: Dr. Cecil White, Golden Gate Baptist Theological Seminary, Strawberry Point, Mill Valley, CA 94941, and John Baker-Batsel, Graduate Theological Union, 2400 Ridge Road, Berkeley, CA 94709.
Dates: June 21-26.

1988: Mr. David William Faupel, B.L. Fisher Library, Asbury School of Theology, Wilmore, KY 40390.
Dates: June 20-24.

1989: Dr. Donald L. Huber, Trinity Lutheran Seminary, Hamma Library, 2199 East Main Street, Columbus, OH 43209.
Dates: June 18-23.

PROGRAM

American Theological Library Association
40th Annual Conference
Rockhurst College
Kansas City, Missouri
June 16-20, 1986

Sunday, June 15	
11:00-1:00	Brunch
5:00-6:30	Dinner
7:00-9:00	Continuing Education
Monday, June 16	
7:00-8:30	Breakfast
9:00-12:00	Board of Directors Continuing Education
12:00-1:30	Lunch
1:00-4:00	Board of Directors Continuing Education
4:00-5:00	Boardof Directors/Committee Meeting
5:00-6:30	Dinner
6:45-7:15	New Member, First-Timer Reception
7:00-7:30	Presiders Meeting
7:30-8:00	Opening Plenary Welcomes Introduction of new members Program Orientation
8:00	Reception
Tuesday, June 17	
7:00-8:30	Breakfast
8:15-8:45	Chapel, Ronald F. Deering, Worship Leader
9:00-10:15	Business Session Teller Report Committee Appointments, etc.
10:15-10:45	Break
10:45-12:00	Papers: "Current Issues in Old Testament Studies"--M. Pierce Matheney, Jr., Midwestern Baptist Theological Seminary "Acquisitions and the African Project at the Pitts Theology Library; A Reflection"--Channing R. Jeschke, Emory University "Library Computer Systems: Considerations for Their Design and Development"--Ronald E. Diener, OHIONET

	"Australian and New Zealand: Theological Libraries and Librarianship"--Trevor Zweck, Lutheran Seminary, N. Adelaide, South Australia
12:00-2:00	Lunch
2:00-3:00	Address:
	"The Future of Theological Research and Theological Libraries"--Robert Wood Lynn, Lilly Foundation
3:00-3:30	Break
3:30-4:00	Section Business Meetings
4:15-5:15	Section Programs
	Publications:
	Discussion of the librarian's role in theological publishing, Keith Crim--Editorial Director of Westminster Press
	Readers Services:
	"Computers and Religious Research"--Parker Rossman
	Collection Evaluation and Development:
	Discussion of specific collection development policies and their development
	Bibliographic Services:
	Discussion of classification systems: where we've been, where we are, where we're going
5:30-7:00	Dinner
7:00-8:00	Financial Management Report and Discussion
Wednesday, June 18	
7:00-8:30	Breakfast
8:30-10:00	Workshops:
	"Library Binding Standards"--William T Henderson, University of Illinois
	"Retrospective Collection Development"--David Bundy, Asbury Theological Seminary
	"Human Considerations in Library Automation"--Kathryn Luther Henderson, University of Illinois
10:00-10:30	Break
10:30-12:00	Workshops (continued)
12:00-1:30	Lunch
1:30-2:00	Chapel, Rabbi Mark Levin, Worship

	Leader
2:00-3:00	ATLA 40th Conference Celebration, John B. Trotti, Presider
3:00-3:30	Break
3:30-4:30	Denominational Meetings

Thursday, June 19

7:00-8:30	Breakfast
8:15-8:45	Chapel, John Baker-Batsel, Worship Leader
9:00-10:00	Address: "Bibliographic Control in the Small Specialized Library"--Michael Gorman, University of Illinois
10:00-10:30	Break
10:30-12:00	Business Meeting
12:00-2:00	Lunch
2:00-3:00	Papers: "In-House Continuing Education for Small Libraries"--Edyth Dalton, Kansas City Metropolitan Library Network "Identity, Orthodoxy and Retrospection in Iberian Religious Historiography"--Paul M. Bassett, Nazarene Theological Seminary "The Far West as Theological Place"--Paul Edwards, Temple School, RLDS Auditorium, Independence, MO "Denominational Publishing and Theological Libraries"--Protestant Church Owned Publishers Association
3:00-3:30	Break
3:30-5:00	Interest Groups OCLC Theological User's Group (TUG) Pettee Micro-Computer User Group RLIN
6:30	Reception and Banquet

Friday, June 20

7:00-8:30	Breakfast
9:00-12:00	Board of Directors
11:30-12:30	Lunch

40TH ATLA ANNUAL CONFERENCE
CONTINUING EDUCATION WORKSHOP OFFERINGS

Collection-Level Cataloging: National and Local Applications--Harriet Ostroff, Editor of the National Union Catalog of Manuscript Collections, Library of Congress; Bethany Strand, Special Collections, Brandeis University

The *purpose* of this workshop is to familiarize participants with the formats for collection-level cataloging used by NUCMC and AACR2. Participation in the NUCMC program and an ATLA-sponsored national survey of special collections in theological libraries will be strongly encouraged. The publication, *Archives, Personal Papers, and Manuscripts* (Washington, 1983), will be the basis for much of the discussion.

Harriet Ostroff has been Editor of NUCMC, Library of Congress, since 1976, and was NUCMC Index Editor, 1967-1979.

Bethany Strand is Rare Book Cataloger in the Library, Brandeis University. She spent the last several years cataloging and working in the Special Collections Department, Asbury Theological Seminary.

A Close Look at Participative Management in Theological Libraries--Bruce H. Kemelgor, Ph.D., Department of Management, University of Lousiville

Participation is an interactive, not a debriefing, process. Managers continue to describe their efforts to become "more participative" by relating how they asked employees for their "input." Real participation requires one person to join with others in pooling information to reach conclusions.

When discussing the need for increased participation in organizations, it is important to take into account the spectrum of meaning associated with the word *participation*. Moreover, the complexity of most organizations contributes to varieties of interpretation. It is necessary to create a framework so that degrees to which people now participate can be analyzed and, even more important, so that decisions to increase participation make organizational, economic, and social sense. This program described several modes of participation within the context of participative directions (who invites whom to join the work), agendas (what they work on together), and outcomes (what and who influence individuals, interactions, and the organization). Some important principles that apply to participation were extracted, and its potential benefits for seminary libraries and individuals were discussed. Using experiential exercises and group discussions, participants learned how to introduce and utilize participative management in their library setting.

Using the ARL Conspectus for Collection Analysis-- Jeffery J. Gardner, Office of Management Studies, ARL; Mary Jane Starr, National Library of Canada

The purpose of this workshop is to acquaint participants with the ARL Conspectus and its present applications and to train them in how it can be used to analyse their library collection. The presentations and exercises will focus on the practical uses of the Conspectus in the local theological library and will use materials developed for the ATLA-sponsored North American Theological Collections Inventory (NATI). The expenses for this workshop are being underwritten by the continuing education budget of ATLA.

Jeff Gardner is an Associate in the Office of Management Studies, Association of Research Libraries, Washington, D.C. One of his major roles at ARL involves overseeing the North American Inventory of Research Libraries Project and much of the training and development work associated with that project. Jeff participated in the 1983 ATLA Conference in Richmond and has helped ATLA members develop the current NATI project.

Mary Jane Starr is the Special Assistant to the Deputy National Librarian, National Library of Canada. She is currently working on a test of the Religion and Philosophy Conspectus at the National Library, McGill University and Queens University as well as coordinating the development of the Canadian Collections Inventory for the Canadian Association of Research Libraries.

AMERICAN THEOLOGICAL LIBRARY ASSOCIATION
MINUTES OF BUSINESS SESSIONS
KANSAS CITY, MISSOURI

June 16-18, 1986

Prior to the opening of the conference, attendees had received written reports from officers, boards, committees, and representatives of the association. The following oral reports were received and approved unanimously by personal member vote and institutional member vote, as appropriate.

PLENARY SESSION, June 16, 7:00 p.m.

Sara Myers, President, gave the report of the Tellers Committee and announced appointments:

<u>Tellers Committee Report</u>:
Vice-president, President-elect: Rosalyn Lewis
Treasurer: Robert A. Olsen, Jr.
Board of Directors, Class A members:
Diane Choquette
Leslie R. Galbraith
Index Board:
Class A member: Norman Kansfield
Class B member: Robert Dvorak
Preservation Board:
Class A member: John Bollier
Class B member: Tamara Swora

<u>Appointments</u>:
Bibliographic Systems Committee: Alice Runis
Ferne Weimer
Collection Evaluation and Development Committee:
Channing Jeschke
Program Committee: Thomas Gilbert
Melinda Reagor
Publication Committee: Ellis O'Neal
Reader Services Committee: Bill Hare
Norman Anderson
Parliamentarian, 1986 Conference: Martha Aycock
Resolutions Committee, 1986 Conference:
Christine Wenderoth
Richard Berg
Roger Loyd, Chair

BUSINESS SESSION I, June 17, 9:00 a.m.

<u>Executive Secretary</u>: Simeon Daly. Fr. Daly announced that members of the Association could purchase the mailing list at cost ($10.00) from his office.

Treasurer: Robert Olsen. Mr. Olsen presented the annual review from the CPA in Fort Worth and commented on the Proposed General Operating budget 1986/1987, which had been distributed.

At present the ATLA accounting is done on a cash basis. The Financial Management committee is working toward changing to an accrual basis accounting, to begin sometime in the fall. For the first time, in 1985/1986, the association had disbursements exceeding $1,000,000. In answer to a question, Mr. Olsen explained that the Rockefeller Fund was money granted to the Index Board some years ago and invested with the Association of Theological Schools in Dayton, Ohio. This year the ATLA requested and received the fund to invest for itself for the Index Board. The name has been changed to Capital Expense fund and the money will be used for capital improvements and program development at the Index Board.

In response to questions concerning the change in accounting systems, Mr. Olsen said that the cost of the change will be shared by the Index, Preservation, and General Boards, 45%, 35%, and 20% respectively. We do not have final figures yet, but the cost could be approximately $35,000. An auditing firm will help with the change-over, and will continue the annual review of the books. A full-charge bookkeeper will be employed in Chicago, who will take over much of the work now done in Fort Worth, and the bookkeeper in Fort Worth will be released. The switch to accrual accounting will provide for better control of our finances, better reports, and better management. This step is seen as entirely necessary in view of the growth of the association.

Index Board: Norman Kansfield. Mr. Kansfield added to the report that the Religion Indexes are exploring or completing a host of new relationships in terms of completed work. The indexing of Methodist journals done by Betty and Elmer O'Brien will be added to the Indexes database, and discussions are underway with the Baptists and Lutherans, the Catholic Periodical Literature Index, Wilson Line Indexes, and University Microfilms (UMI). In January 1987, Al Hurd, Director of the Religion Indexes, will attend a meeting of the International Association of Missionary Societies, at which there will be exploration of the possibility of coordinating a lot of indexing services around the world.

The increase in the price of the Indexes reflects the Index Board's being better informed about the cost of their products. Proceeds from sales go back into the products. A two-tier price structure provides that those who purchase the paper products are not subsidizing those who purchase online products. With the purchase of a new computer, it is hoped that $40,000 to $60,000 will be saved annually by having work done in-house. The Index Board hopes to be able to provide future products without a rate increase.

The new relationship with UMI will allow quick access to information on expanding technologies, such as ROM, which opens tempting possibilities.

Preservation Board: John Bollier. Mr. Bollier introduced the Preservation Board staff members and reminded the membership that Preservation Board products were on display at the conference and catalogs were available. It is hoped that the filming of the first year's titles will be completed by the end of 1986. The number of donors of books for preservation filming is expanding. Union Seminary in New York will provide about one-half of the titles to be filmed. Three or four thousand titles have been identified. A grant proposal to assist with the program has been submitted to the National Endowment for the Humanities. The Board is optimistic about this; word will be received in November.

ATLA Representative to NISO: Raymond Vandegrift. Fr. Vandegrift gave the following description of NISO and its operation: In March 1986, the National Information Standards Organization (NISO) had 58 voting members, including library associations (ATLA, ALA, etc), library networks (OCLC, RLIN, etc.), libraries (e.g. LC), and other organizations such as the H.W. Wilson Co., EBSCONET, the Association of American Publishers, the United States Dept. of Defense, and Waldenbooks. Members vote on standards prepared by over 20 committees. A committee's task of drafting a standard and getting it approved can take several years. Committees are currently preparing standards for: The description of data elements used in describing software products; the organization, preparation, and production of scientific and technical reports; the identification, by a code of numbers and letters, of articles in a serial issue; the identification of the language of a machine-readable record by a code; the description of a common command language (e.g. HELP, PRINT, DELETE, SCAN).

When a committee has finished its first draft, the standard is mailed to the members for comment. When comments have been returned and synthesized into the rewritten draft, the standard is again circulated for voting. Once a standard is accepted, it is reviewed every five years. If it receives the support of the membership, the standard is extended for another five years.

At the annual meeting members engage in a "future planning" process: standards that need to be developed are presented, together with any developmental work that may already have been done by other organizations, and volunteers are sought for new committees. The ATLA Newsletter will be used to inform ATLA members of standards awaiting approval, as well as the committees that are looking for volunteers. Fr. Vandegrift is willing to serve on a committee if ATLA thinks it worthwhile. Other ATLA members can also serve on committees.

Fr. Vandegrift expressed his own and the association's thanks to Warren Kissinger for his service in our name for many years on NISO.

CNLIA Representative: Tony Byrnes. There was no addition to the distributed report.

Archivist: Gerald Gillette. There was no report from the Archivist.

Historical Records Committee. President Myers announced that the Board of Directors had established a Historical Records Committee, members of which will be Gerald Gillette, Archivist, David Wartluft, Martha Aycock, Chair, and Alice Kendrick, Liaison from the Board of Directors. One other member of the committee is to be appointed. The purpose of the committee is to assure that the official records and publications of the association are preserved and to gather such other records, including personal papers and oral history interviews, as may elucidate the work of the association.

Statistician: Simeon Daly. Fr. Daly explained that with the computer facilities available to him he cannot provide the comparative statistical data which would be possible with a mainframe and a more sophisticated program. He will be happy to receive suggestions on how to manipulate the data.

Nominating Committee. President Myers introduced the Nominating Committee members: John Baker-Batsel, Russell Pollard, and Dorothy Parks, Chair. She encouraged ATLA members to suggest to any member of the committee the names of persons who might be considered as candidates for the elective positions in the association.

The session adjourned at 10:15 a.m.

BUSINESS SESSION II, June 18, 10:30 a.m.

The following reports were received and approved unanimously by the membership:

Bibliographic Systems Committee: Thomas Gilbert. Mr. Gilbert announced that statistics are available from the questionnaire which was sent to institutions. Persons who did not get a PEOPLENET directory should contact Cliff Wunderlich.

Collection Evaluation and Development Committee: Linda Corman. Ms. Corman announced that the section directory is complete and had been distributed to section members. Additional copies were available in Massman Hall. Copies of collection development policy statements are also on display and copies may be ordered from Ms. Corman.

Nominating Committee: Dorothy Parks. Ms. Parks had nothing to add to the written report.

Program Committee: Michael Boddy. Mr. Boddy reported that the committee is in the process of exploring with the Association of Jewish Libraries having a parallel conference next year at Berkeley. Earlier this week the Board of Directors approved a request to expand the committee with an individual from the conference site one year removed, in order to gain experience in time to prepare for that upcoming conference. David Bundy from Asbury will be working with the committee this year. Plenary session speakers at the Berkeley conference will be Paul Mosher and Matthew Fox. Mary Bischoff is resigning from the committee one year early because of heavy responsibilities at her institution and added responsibilities relating to hosting the 1987 annual conference.

Mary Bischoff announced that the 1987 conference would be held on the campus of the University of California--Berkeley because that facility is much more convenient than Dominican College.

Publication: Ellis O'Neal. Mr. O'Neal made a correction to the report: The title of Kurt Moll's bibliography should read "An Annotated Checklist of Bibliographic Resources for the Study of the New Testament." The committee would like to have more participation in the Grants Program on the part of ATLA members. ATLA members will receive information on grants, and the committee would like the members to share the information with their staffs.

Reader Services: Christine Wenderoth. Ms. Wenderoth distributed a revised report, to which she had nothing to add.

Oral History: David Wartluft. No written report was submitted. Mr. Wartluft reported that the first half of the year had been spent in identifying persons who should be recorded in the oral history of our organization, and in trying to find interviewers who are in proximity to those persons. The oral history project will now come under the direction of the new Historical Records Committee, but Mr. Wartluft asked anyone who had an interest in interviewing to contact him and let him know of their willingness to serve and their ideas.

Proceedings: Betty O'Brien. Ms. O'Brien asked that anyone who had reports or manuscripts at this conference to be sure that she receives them, in any form. They are looking forward to a very special 40th anniversary volume.

Newsletter: Donn Michael Farris. Mr. Farris suggested that the members present would be happy to know that he does not speak--he writes. He requested that more of the members should also write in response to his quarterly postcards.

Treasurer: Robert Olsen. Copies of the General Operating Budget for 1986/1987 had been distributed. Mr. Olsen had nothing to add. There were no questions or comments.

Bylaws amendment: Rosalyn Lewis. At the request of the Preservation Board, the Board of Directors had asked Ms. Lewis to eliminate the Bylaw provision that requires the program boards to have an odd number of members. The proposed amendment had been distributed previously to the membership, and reads as follows:

> 13.2. Numbers and Classes of Board Members - [Each Board shall have an odd number of Members, the Class A Members constituting a majority.] The number of Members shall be fixed by the Board of Directors and may be changed at any regular meeting of the Board of Directors. The Class A Members shall constitute a majority. The initial terms of additional members shall conform to the established rotation. (The sentence in brackets to be deleted; other changes and addition underlined)

Ms. Lewis moved the adoption of the amended Bylaw; Mr. Olsen seconded the motion. There was no discussion. Vote by personal members carried unanimously; vote by institutional members carried unanimously.

Retirements and deaths. President Myers named members who had retired: Maria Grossman (Harvard Divinity School), past president; Dikran Hadidian (Pittsburgh Theological Seminary), conference host; Arthur Jones (Drew Theological School), past president; Roland Kircher (Wesley Theological Seminary), past president; and Velma Wheeler (Seabury Western), committee member.

Ms. Myers then named members who were deceased: Alec Allenson (Alec R. Allenson, Inc., Naperville, IL), first ATLA honorary member; John Harrer (Congregational Library); and Glenn Platt (Flagler College).

Tributes were read for other members recently deceased: Leo Crismon (Southern Baptist Theological Seminary), read by Ronald Deering; Margaret Newhall (School of Theology at the University of the South, retired), read by Edward Camp; Paul Roten (Associated Mennonite Biblical Seminaries), read by Duncan Brockway; Henry Shaw (Christian Theological Seminary), read by Leslie Galbraith; Marvin Taylor (staff member of the American Theological Schools), read by Stephen Peterson; and Father Michael Thornton (Mary Immaculate Seminary), read by Father Simeon Daly. The membership unanimously approved the publication of these tributes in the Proceedings.

John Trotti moved that, as necessary, each tribute or resolution should be corrected to read "American Theological Library Association." The motion was approved unanimously.

ATS/ATLA Relationships: John Trotti. Mr Trotti made two motions with regard to ATS/ATLA relationships:

1. "That the Executive Secretary of ATLA be asked to develop such a liaison with ATS as to (a) develop joint conference sessions whenever possible; (b) seek ATS liaison representation at ATLA Board of Directors meetings; (c) explore ATLA liaison representation at ATS meetings." The motion was seconded. Mr. Trotti stated that he was shocked to find out that ATS was meeting in this same week in Kansas City and that there was no opportunity for ATLA members to meet with them. He would like in the future not to lose such an opportunity for interchange of ideas. The motion carried unanimously.

2. "That the membership of ATLA affirm the significance of the Project 2000 Report for study by library staff, faculty, administration, and trustees at

their home institutions and agree to submit a follow-up report of their progress to the Joint Committee of Library Resources in the 1986/1987 academic year." The motion was seconded. Mr. Stephen Peterson distributed a "Report of the Joint Committee on Library Resources," which is to be published by ATS, relating to the Project 2000 Report. Mr. Trotti feels that if we wait for ATS people to take the initiative in this, it may never happen. Mr. Charles Willard agreed that this is a legitimate concern but suggested that the document is difficult to assimilate and if faculty and administrators of schools are going to be persuaded to look at it, it needs to be simplified. So far the Joint ATS/ATLA Commission has not given any assistance with this. Mr. Peterson does not believe the Commission will give guidelines for getting the document better viewed. They would consider this a local problem although they would encourage local ingenuity. Mr. Trotti replied that it was his intention that local libraries respond to the Commission. The vote was called; the motion carried unanimously.

The meeting adjourned at 11:20 a.m.

Respectfully submitted.

Joyce L. Farris
Recording Secretary

Memorial Tributes

Leo T. Crismon

Leo Taylor Crismon was a charter member of the American Theological Library Association and served as co-host of its first annual conference at Louisville, Kentucky in 1947. He faithfully attended most of the association's annual conferences thereafter until his retirement in 1971. He served the association for six years (1962-1968) as a member of its commission on Lilly Endowment Scholarships, as chair in 1967-68. From 1967-69, he served on the Executive Committee of the association.

He rendered a distinguished career of thirty-four years service in theological librarianship at the Southern Baptist Theological Seminary. Even in his retirement, he furthered theological librarianship in the missionary seminaries of the Southern Baptists in Brazil, Argentina, Vietnam, Indonesia, the Philippines, Japan, Hong Kong, and Taiwan. He passed away suddenly and quickly from his early life on February 24, 1986, at age 79.

The American Theological Library Association honors Leo Taylor Crismon for his many valuable contributions to theological librarianship and thanks God for his life and ministry. The association expresses sincere sympathy to his widow, Viola; daughter, Leola Jo Waller; son, Frederick W. Crismon; grandchildren; and many friends and colleagues.

Ronald F. Deering

Margaret Elizabeth Newhall

Margaret Elizabeth Newhall, retired catalog librarian of the School of Theology Library, University of the South in Tennessee, died March 2, 1986. Miss Newhall received her B.A. from Vassar College, an M.A. in Classical Languages at Ohio State University, and her Library Science degree from Peabody College. She was librarian at Ward-Belmont in Nashville for a number of years before coming to Sewanee in 1957 when she began her work with the School of Theology Library. Upon retirement in 1971, she was saluted by the faculty of the theological school for her dedicated service to the school. She had been a member of the American Theological Library Association since 1959 and attended a number of ATLA conferences.

During her professional years she was a founder of the Sewanee branch of the American Association of University women.

A quiet and cheerful person, Margaret Newhall, will be long remembered by her associates and the many students who came to know her during their seminary years. We give thanks to God for her life shared with us.

Thomas Edward Camp

Paul Roten

The American Theological Library Association notes with deep regret the death of Paul Roten, the director of the library of the Associated Mennonite Biblical Seminaries, and extends its sympathies to his wife and children. Paul died of bone cancer at the age of 67, on May 25, 1986, one month before he was due to retire. Paul came to Associated Mennonite Biblical Seminary in 1965 from Manchester College where he was professor of speech and drama. He had earned a Ph.D. and an M.L.S. from the University of Michigan. Paul was a quiet person who served the American Theological Library Association for many years as parliamentarian. As one of his staff members said "we will miss his intimate knowledge of the collection and his humble spirit. As you well know, he was totally committed to the management of the library."

Duncan Brockway

Henry King Shaw

Henry King Shaw was the librarian at Christian Theological Seminary in Indianapolis from 1957 to 1972. He came to the Seminary after serving several years in pastorates in Ohio and Indiana. He was a Church Historian by avocation and did much to improve the process of writing local church histories. He was the author of several articles including a pamphlet "How to Write Your Own Local Church History." He published two books, Buckeye Disciples and Hoosier Disciples which remain the standard works on these two important areas of Christian Church (Disciples of Christ) history.

After his retirement in 1972, he moved to Florida where he loved to entertain friends and to fish.

Henry Shaw died November 11, 1985 in Venice, Florida and was buried in Medina, Ohio.

Les Galbraith

Marvin Taylor

Marvin J. Taylor, Associate Director of the Association of Theological Schools from 1970-1984, died May 29, 1986. His contributions to the work of the American Theological Library Association were recognized upon his retirement in 1984 at the association's annual meeting in Holland, Michigan.

Stephen L. Peterson paid a final tribute to Marvin Taylor by reading portions of a letter he had received from Bernie Taylor which demonstrated their strong Christian faith and hope in the victory of the risen Lord during the final months of Marvin's battle with cancer. Theological education in general and theological librarianship in particular have lost a valued friend. The American Theological Library Association celebrates the life of Marvin Taylor with thanksgiving and asks God to grant sustaining comfort to his wife, Bernie Taylor.

Michael Thornton

1933-1985

Father Michael Thornton, a member of the Religious Community, Congregation of the Missions, also known as Vincentians after their founder St. Vincent, was the librarian at Mary Immaculate Seminary and a staunch member of the American Theological Library Association when he died September 27, 1985. Who was prepared for such news? None of us surely who found him even last year at our meeting at Drew so vibrant and vital, a relatively young man at 52. From our point of view, he still had much to give, though giving of himself with such abandon surely contributed to the heart attack that first wounded him and then took him in a few short days. We are told he was found in his chair with a book in his hand. How appropriate.

We sometimes fall into the trap of measuring a person by the number of deeds performed, tasks accomplished, even buildings built. Such measures would miss the mark on Michael. What he was in himself and in his presence to others marked him out more than the things he did. He did things, not denying that!

He had been librarian at his seminary for 13 years, lean years that continually challenged him to do more with less. He told, with joy, the adjustments he made to provide maximum service with a small budget and crowded space. He did not fear change and moved into automation with courage even though he himself had to bear the burden of work.

Ordained as a priest in 1961, Father Thornton served God's people most generously and was much in demand as a preacher, retreat master, and spiritual counselor. We in the American Theological Library Association will remember him most for the spirit he brought to us. Upbeat, available to all with a kind of abandon, witty, never mean or small, that's how we will remember him. And while on the one hand, our faith dictates that we pray for God's mercy for what may have been his human failings, it is our faith, on the other hand, that suggests that Father Michael Thornton is happy where he is and probably reaching out to console and lift up any that may seem a little down. After all, that's the way we remember him and treasure the memory.

Simeon Daly, O.S.B.

REPORTS

Report of the Executive Secretary

The transition of the office of the Executive Secretary, from the ATLA Index office under the direction of Mr. Albert Hurd to St. Meinrad under my direction, has taken place in a reasonably smooth manner. The office over the years has acquired many responsibilities, but with the good services of a part-time secretary, this work has been able to go forward. Most of the responsibilities of the Executive Secretary are of a facilitating nature. They help to keep the organization running smoothly. Several have some important legal implications and I would like to address that first.

I filed the changes in the Certificate of Incorporation that came about as a result of the changes in the Bylaws that were made in the past year. We are in good standing in that regard. We contract with CT Corporation each year to maintain our files in Delaware.

The insurance for the major officers, the Board of Directors of the association, did not fall due in this period but will in this immediate year. We are beginning to negotiate with our agent. It is only fair to say that in these times we may have more difficulty getting ourselves properly insured.

Since information about the association is vital to our work, the first responsibilities we exercised were those of providing brochures describing our association, giving the change of address, etc. A copy of this brochure was mailed to each of the members for their information. Throughout the year we have provided copy to persons requesting information about ATLA or applying for membership.

I personally set as a highest priority for this year, the prompt provision of our _Proceedings_. We were pleased to be able to provide them within a six month period. Our expectation is that we will continue to maintain a similar schedule in the future. This required the cooperation of program people and especially Mrs. O'Brien as the editor of the _Proceedings_. As a matter of record, we were able to have them printed and mailed from St. Meinrad at considerable convenience. We want to continue to improve the quality of the _Proceedings_ in any way we can. Please do not hesitate to offer your suggestions to Mrs. O'Brien. As has been noted, we are looking into the possibility of taking advertising in the _Proceedings_ as a means of helping to support their considerable expense. The next *Proceedings* will be our 40th. That may be a cause for some celebration.

The Library Materials Exchange has proceeded according to the practice of recent years. We experienced some difficulty in the mailing addresses we had for the mailing list. These have all been revised in such a way as to provide the word "Library" in every address to make sure of local delivery. We are also raising the free postage level to $1.00 per transaction for obvious reasons. During the fiscal year, our records show that 96 institutions participated in this program sending out 105 exchange lists. This program seems to meet a need of the association and is one very positive indication of cooperative ventures among us.

We also prepared a new brochure for the Consultation Program which is available from the office and was mailed to all the membership early in this fiscal year. Our budget for this program was $1200 and it was spent in the following manner.

Institution	Consultant	Dates	Status
Memphis Theological Seminary (Memphis, TN)	Dr. John Trotti	May 6-7, 1985	Complete
Ontario Bible College and Seminary	Dr. John Trotti	Oct. 15-30, 1985	Complete
Mid-America Baptis Theological Seminary (Memphis, TN)	Dr. Stephen Peterson	Feb. 24-25, 1986	Complete

This is another way in which the association contributes substantially to the membership and shares the expertise that is available among us.

The sale of our mailing labels has been a source of income this year. As a matter of fact, we received $850 in payment for the use of our mailing list in this period. The basic information is available in our *Proceedings* and any advertiser could copy it there. The provision of mailing labels is a facilitating procedure. We have been charging $30 for either the institutional or the personal membership list and $50 for both. Beginning with the next fiscal year, we will make a distinction and provide to the membership mailing labels for any worthy purpose for $10. This $10 will simply meet our costs, but we feel this is one way the office can serve our members without trying to make money off them. To outside individuals, the sending of mailing labels is not done indiscriminately. We reserve the right to request information on the material to be circulated. To my knowledge, this has not created any difficulties up to now.

As a part of my responsibility of arranging for the sight of our future meetings, I joined the Religious Conference Management Association. Although there has not been any immediate results from my participation in this association, I feel the experience that I have had at one meeting and the literature that has been provided should be helpful in future planning for site locations.

In keeping with my role as a communicator within the association, I have had a letter in each of the Newsletters since my appointment. Although frequently the information that I speak about is available in other places, I feel the opportunity to share association concerns is very valuable to the association. This office also is in close contact with the editor of the Newsletter. Together we try to keep our addresses in good shape.

The statistical report that we have provided elsewhere was gathered from a form that had been provided by a very special task force. No one is more aware than I am, given my own situation at St. Meinrad, of the complication of trying to find univocal terms for these statistics. Each institution has its own specific differences, all of which make it almost impossible to make meaningful comparisons. Even saying that, though, I believe that this is a very worthy project and we should continue it. In the future, I will try to define more carefully what the statistics are asking for. We will leave it to individual groups to make comparisons among themselves. The processing of this project leaves much room for omission and error, but we have tried to enter the figures that have been given us as carefully as possible. If you find that our report is inaccurate, please do not hesitate to offer corrections so that they can be made before they are printed in the Proceedings.

I also serve the Board of Directors and sit at their meetings. I gathered the reports and made notification and preparation for the January Board meeting. Also I sit automatically on the Index Board and the Preservation Board. This has been an exciting year in both boards. Your peers have struggled long and hard to help these worthy projects move forward. I believe that these projects could not be done without the ATLA and we can take great pride in the quality of the projects underway.

This office also is responsible for collecting dues from members and institutions and forwarding such funds from dues and other projects to the treasurer. This is no small task in itself. Almost $50,000 goes through this office in a course of a year and expenditures, as you know, are almost as much. Although not all of the expenditures are taken care of through this office.

Another responsibility of this office is that of sending out ballots for elections. For this year, that was a responsibility I wish we could have done without. As most of you know, we made three mailings for one reason or another and I apologize for the inconvenience this may have caused the membership. We hope we have learned by our mistakes and that we will avoid such complications in the futre.

Finally, I would like to report on the changes of membership. There are some comparative figures, where we are now and where we were last year. Fluctuation in membership is a concern. Many dropped at one time return later. Encourage your friends to join.

	4/30/85	Additions	Losses	4/30/86	Net Gain (Loss)
Full	326	21	35	312	(14)
Full Retired	58	1	10	49	(9)
Associate	85	6	20	71	(14)
Student	26	6	10	22	(4)
Honorary	4	0	0	4	0
Institutional	158	2	2	158	0
Interim Inst.	4	1	0	5	1
	661	37	77	621	(40)

As mentioned this has been a transition year and not everything has gone smoothly. All in all though, I believe it has been a good year. Despite our problems, I have been quite pleased. I wish to make public recognition of Mrs. Cynthia Spencer's contribution to this office. I am sure anyone who is also a full time librarian can appreciate that I would never have been able to do what we have been able to do this year without quality help. Thank you.

(Rev.) Simeon Daly, O.S.B.

Report of the Index Board

__Products__. This has been a year in which our two major products, __Religion Index One__ and __Religion Index Two__, have performed very well. RIO continues to provide significant service to libraries and to library users, just as it continues to provide the major source of income for the Indexes--more than $267,000. RIT 84 demonstrated a marked increase in sales during 1985/86, producing almost $80,000. Our Special Bibliographies Series and __Research in Ministry__ continued to do very well. Our newest product, __Index to Book Reviews in Religion__ (IBRR), has obviously met a need and is selling even better than had been anticipated at the time of its introduction.

__Computer Systems__. The computer system which has been used to produce the Index products had become severely limited and extremely outmoded. It was with considerable anxiety that the Board voted to purchase a new system based in a Charles River computer. New software is currently being developed which should make the entire process of editing and producing the Indexes a more managable, efficient, and "in-house" process. This could result in savings of as much as $40,000 a year. So far, every indication suggests that, for all of our nervousness, the counsel which we were provided about computer systems has been both timely and correct.

__Facilities__. In just the same way that our computer system was getting old and tired, so also were the offices of the Indexes. They have been located on the fourth floor of the Hyde Park Union Church for more than a decade. The building has no elevator and that has meant that every volume which was sold had to be carried up four long flights of stairs and then back down again before it could be sent to the subscriber to whom it belonged. All of the office space was cramped, disorganized, and generally depressing. The Board had explored the possibility of moving to new or different quarters, but no better situation seemed immediately available. The decision was therefore made to remodel and refurbish the quarters which have been home to the Indexes for so long. Additional space was obtained from the Church which allowed the construction of a new mail room in the basement. The offices were provided with new ceilings, new lighting, and fresh paint. A special arrangement was worked out with the Herman Miller Furniture Company of Zeeland, Michigan, whereby large numbers of open office panels and desks were made available to us at an extremely attractive price. All of this has combined with a lot of hard work from the staff to provide a work environment which is still a long way from "posh" but which is a lot closer to "attractive" than anything we had known in the past.

Budget. All of these activities, added to the consistently professional commitment of our staff and the dynamic leadership of our executive director, have left us with a strong and positive fiscal picture. Total income, prior to the final distribution of interest income, amounted to $601,672. Total expenditures, including the $70,707 in captial expenditures which are represented in the previous two paragraphs, amounted to $637,528. That leaves us, at the end of the fiscal year, with a cash reserve which is just slightly lower than at the close of the previous year. The precise amount of that fund will be reported at the annual conference.

Overall Evaluation. This has been a year in which a large amount of "deferred maintenance" has caught up with the Indexes. These needs have been forthrightly addressed and we are convinced that creative and long-lasting solutions have been achieved. It is our conviction that the Indexes have been moved into a strong position from which to take on the challenges of the future.

Norman J. Kansfield, Chair

ATLA RI PROPOSED BUDGET
FY 5/86-4/87
SUMMARY OF INCOME AND DISBURSEMENTS

INCOME:

ACCOUNT	85/86 BUDGET	86/87 BUDGET	PERCENT CHANGE
RIO 20(19)	2,500	2,500	0.0
RIO 19(18)	299,000	307,800	2.9
RIO 18(17)	35,420	18,970	-46.4
RIOback (5-17)	15,000	18,250	21.7
RIO 1-4 (IRPL)	70,000	19,500	-72.1
IBRR	45,000	55,200	22.7
RIT 86(85)	600	0	-100.0
RIT 85(84)	73,150	87,700	19.9
RIT 84(83)	25,406	23,110	-9.0
RITback (70-83)	23,000	23,000	0.0
FEST (RIT 60-69)	5,000	4,200	-16.0
RIO FTS	55,764	7,750	-86.1
RIT FTS	63,825	4,620	-92.8
RIO/RIT FTS	27,990	2,800	-90.0
Sale RIO	4,063	11,942	193.9
Sale RIT	3,739	9,500	154.1
RIO/RIT Sale	3,290	3,650	10.9
Thesaurus	2,500	2,750	10.0
SBO	22,750	26,200	15.2
RIM	3,500	5,400	54.3
DB Royalty	15,000	18,500	23.3
Online Search	150	150	0.0
Misc. Income	500	500	0.0
Interest	7,200	5,000	-30.6
Methodist Index Prog.	0	10,525	
TOTAL INCOME	804,347	669,517	-16.8

SUMMARY OF DISBURSEMENTS:

Account			
100 Salaries/Wages	312,515	345,770	10.6
110 Benefits	59,510	68,910	15.8
120 Serv.& Contracts	14,200	12,900	-9.2
150 Prof. Dev.	6,500	5,800	-10.8
190 Index Board	10,100	10,360	2.6
200 Office Expenses	18,530	24,610	32.8
210 Office Supplies	6,725	6,900	2.6
220 Capital Expd.	163,500	55,000	-66.4
300 Computer Prod.	29,600	45,725	54.5
320 Printing	101,575	76,042	-25.1
330 Marketing	21,500	15,100	-29.8
400 Dbase Maint.	4,000	2,400	-40.0
500 IBRR Exp.	45,000	0	-100.0
Contingency	11,092	0	-100.0
TOTAL DISBURSEMENTS:	804,347	669,517	-16.8

TOTAL INCOME	804,347	669,517	-16.8
TOTAL DISBURSEMENTS	804,347	669,517	-16.8
	0	0	

Report of the Preservation Board

The Preservation Board is happy to report that it is alive and well after completing the first year of its expanded operation for implementing the monograph preservation program. During 1986/86, the Board:

Relocated its office to Chicago, near the Index Board office and the University of Chicago's Regenstein Photoduplication Department

Expanded its full-time staff to include a cataloger, cataloging assistant and administrative assistant in addition to the director of programs

Decided to use Regenstein Photoduplication Department for primary 35mm microfilming and Micro Publications Systems in California for reformatting the microfilm into 48x microfiche

Arranged to store the archival camera negatives of both the film and fiche in the Regenestein vault

Ordered an RLIN terminal for cataloging, with plans to tapeload data into OCLC and UTLAS

Decided to seek 2,000 books per year for filming from Union Theological Seminary and 2,000 additional books from many other libraries

Decided to select books for filming from many subjects each year rather than just one subject

Decided to keep the second year subscription price the same as the first year, with the expectation that income will increase with more subscribers

Submitted a three year major funding grant application to the National Endowment for the Humanities Office of Preservation for support of the monograph program during 1987-89. Decision on the grant application will be announced in November 1986

Terminated COMPORT subscription method of financing the serials program

Endorsed the recommendations of the Financial Management Committee/Peat, Marwick, & Mitchell Report and planned for their implementation

Cooperated closely with the Index Board by using the same company for payroll preparation, by sharing legal costs for gaining Illinios and Chicago sales tax exempt status and by consulting frequently on common concerns

The staff under the leadership of Dr. Markham as of May 30, 1986:

Selected equipment and furnishings for the Board's office

Received 2,500 books for filming

Cataloged 900 books

Sent 800 books to Regenstein Photoduplication Department for filming

Received 100 titles reformatted into 48x microfiche from Micro Publications Systems

Began distributing fiche to subscribers and experts to film and distribute the first 4,000 titles by the end of 1986 or early 1987

Merged the first year lists of titles into a single list and expects to complete the second year list of titles to be filmed by the fall, 1986

Kept subscribers informed of progress

Solicited subscriptions for the second year monograph program

Secured several new donors of books for filming

Assembled all the Board's inventory in Chicago

Filmed 171 additional serial titles

Continued vigorous sales of serials, with the resulting income offsetting much of the overhead costs for Board office and staff

During the last year, the Board met on July 15-16, November 7-8, and February 6-7, in Chicago. Its Operations Committee, consisting of members in the Chicago area, and its Finance Committee, consisting of members in the New York area, met frequently in the intervals between Board meetings. The Board expresses appreciation to its staff members for their dedicated service and to its subscribers for their loyal support. With its staff, program and policies now in place, the Preservation Board looks forward with optimism to the year ahead.

John A. Bollier, Chair

ATLA PRESERVATION BOARD
PROPOSED BUDGET

May 1, 1986 - April 30, 1987

REVENUE

Serials	96,403
Monographs	300,000
Interest	5,000
TOTAL	401,403

DISBURSEMENTS

Accounting Services	$ 2,000.00
Advertising	1,000.00
Board Expenses	11,000.00
Contracted Services	
Treasurer	1,470.00
Electricity	250.00
Hardware	200.00
Microform Equipment	350.00
Microform Supplies	250.00
Microfilming Serials	10,000.00
Microfilming Monographs	200,000.00
Office Cleaning	750.00
Office Equipment	15,000.00
Office Insurance	133.00
Office Supplies	4,000.00
Postage	3,000.00
Printing	500.00
Publications	2,000.00
Rent	4,500.00
Salaries	123,000.00
Telephone	2,000.00
RLIN/OCLC	10,000.00
Contingency	10,000.00
TOTAL	$401,403.00

MEMBER OF
AMERICAN INSTITUTE OF
CERTIFIED PUBLIC ACCOUNTANTS
TEXAS SOCIETY OF
CERTIFIED PUBLIC ACCOUNTANTS

SANOA J. HENSLEY
CERTIFIED PUBLIC ACCOUNTANT
4252 NORWICH
FORT WORTH, TEXAS 76109

June 12, 1986

American Theological Library Association
Robert A. Olsen, Jr., Treasurer
Brite Divinity School
Texas Christian University
Fort Worth, Texas 76129

Notes on Treasurer's Report:

The Treasurer's records are maintained on the cash basis and reflect assets and equities resulting from investment interest received directly by the Treasurer and cash receipts from other activities of the Association as reported to the Treasurer by Association members. Complete records relating to the source of cash receipts other than interest income are not in the custody of the Treasurer of the Association, and, hence, have not been reviewed.

The Treasurer's cash receipts and cash disbursements records for the fiscal year which ended April 30, 1986 have been found to be in order. The Association has never capitalized amounts expended for equipment or for preparation of indexes and microform negatives. Therefore, any assets acquired by the corporation during the fiscal year which ended April 30, 1986, have likewise not been capitalized. No attempt was made to determine the correctness of classification of charges to the various accounts.

The accompanying report states the cash position of the American Theological Library Association as reflected by the Treasurer's records.

Sanoa J. Hensley

Sanoa J. Hensley
Certified Public Accountant

AMERICAN THEOLOGICAL LIBRARY ASSOCIATION
TREASURER'S RECORDS
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS AND CHANGES IN FUND EQUITIES
FOR THE FISCAL YEAR ENDED APRIL 30, 1986

		FUND					
		GENERAL	INDEX	ROCKEFELLER	PRESERVATION (Monographs) (Serials)	CONTINUING EDUCATION	TOTAL
	RECEIPTS:						
1	Sales	4,411.41	597,765.88		187,690.94		789,868.23
2	Dues						
	Personal 20,842.45						
	Institutional 26,457.36	47,299.81					47,299.81
3	Interest	5,206.58	5,558.31	5,769.70	21,247.91	221.86	38,004.36
4	COMPORT				453.00		453.00
5	Lilly Grant	25,000.00					25,000.00
6	1985 Conference	697.59					697.59
7	Other		1,766.18				1,766.18
	TOTAL	82,615.39	605,090.37	5,769.70	209,391.85	221.86	903,089.17
	DISBURSEMENTS:						
8	Wages	5,036.54	293,966.06		49,802.93		348,805.53
9	Payroll Taxes	906.68	23,859.49		3,551.85		28,318.02
10	Employee Fringe Benefits		29,595.14		6,123.06		35,718.20
11	Microforms				150,978.71		150,978.71
12	Publications	11,762.40					11,782.40
13	Fiche		3,728.29				3,728.29
14	Printing		81,664.11		3,724.66		85,388.77
15	Board Expense	11,014.97	7,822.27		11,657.97		30,495.21
16	Rent, Phone, Maintenance	1,760.72	15,988.77		4,357.63		22,107.12
17	Postage, Supplies	5,388.72	14,030.18		5,672.18		25,091.08
18	Insurance		1,984.02				1,984.02
19	Professional Services	965.00	17,334.56		2,877.09		21,176.65
20	Committee Expense	11,354.56					11,354.56
21	Computer Expense		58,762.29				58,762.29
22	Consultation Program	1,200.00					1,200.00
23	Marketing		12,205.18				12,205.18
24	Equipment		55,203.90	10,085.45	27,841.40		93,130.75
25	Contracted Services	7,602.01			15,662.20		23,264.21
26	Office Renovation		14,011.31				14,011.31
27	Accounting, Lilly	25,000.00					25,000.00
28	Memberships	270.00					270.00
29	Index to Book Reviews		9,655.17				9,655.17
30	Database Production		5,474.28				5,474.28
31	Other	838.94	5,743.67		6,425.22	224.34	13,232.17
	TOTAL	83,120.54	651,028.69	10,085.45	288,674.90	224.34	1,033,133.92
	CHANGE IN FUND BALANCE	(505.15)	(45,938.32)	(4,315.75)	(79,283.05)	(2.48)	(130,044.75)
	FUND EQUITY BALANCE 4-30-85	37,899.41	214,218.85		328,541.61	2817.88	583,477.75
	FUND TRANSFER 5-1-85			78,800.17			78,800.17
	FUND TRANSFER 11-30-85			2,192.00			2,192.00
	FUND EQUITY BALANCE 4-30-86	37,394.26	168,280.53	76,676.42	249,258.56	2,815.40	534,425.17

(See accompanying letter to Treasurer's Report)

AMERICAN THEOLOGICAL LIBRARY ASSOCIATION
TREASURER'S RECORDS
STATEMENT OF ASSETS AND FUND EQUITIES
APRIL 30, 1986

ASSETS

Cash -- petty	900.00
Bank -- InterFirst, Fort Worth, Texas	4,647.20
Bank -- Continental Bank, Chicago Illinois	1,000.00
Bank -- Continental Bank, Chicago Illinois	7,654.59
Certificate of Deposit -- United Savings, Fort Worth, Texas	153,423.41
Certificate of Deposit -- Sunbelt Savings, Fort Worth, Texas	102,364.27
Money Market Fund -- InterFirst, Fort Worth, Texas	35,000.00
Money Market Fund -- Shearson Lehman Brothers, Fort Worth, Texas	128,552.72
Money Market Fund -- United Savings, Fort Worth, Texas	100,882.98
TOTAL ASSETS	534,425.17

FUND EQUITIES

General Fund Equity	37,394.26
Index Fund Equity	168,280.53
Rockerfeller Fund Equity	76,676.42
Perservation Fund Equity	249,258.56
Continuing Education Fund Equity	2,815.40
TOTAL FUND EQUITIES	534,425.17

(See accompanying letter to Treasurer's Report)

AMERICAN THEOLOGICAL LIBRARY ASSOCIATION
PROPOSED GENERAL OPERATING BUDGET

	1986/1987	BUDGET 1985/1986	ACTUAL 1985/1986	% OF BUDGET
REVENUES:				
SALES	3000.00	2000.00	5109.00*	255%
DUES	46000.00	42000.00	47300.00	113%
INTEREST	5000.00	4500.00	5207.00	116%
TOTAL	54000.00	48500.00	57616.00	119%
DISBURSEMENTS:				
PUBLICATIONS	(8500.00)	(11000.00)	(11783.00)	(107%)
PROCEEDINGS	3500.00	5500.00	6778.00	123%
NEWSLETTER	5000.00	5500.00	5005.00	91%
BOARD OF DIRECTORS	(10000.00)	(9380.00)	(9931.00)	(106%)
TRAVEL	9000.00	7380.00	9064.00	123%
PHONE,POST,SUPPL,SECY	1000.00	2000.00	867.00	43%
COMMITTEE EXPENSE	16350.00	17000.00	11355.00	67%
EXECUTIVE SECRETARY	17400.00	14500.00	14176.00	98%
TRAVEL	2500.00	2500.00	1951.00	78%
PHONE,POST, SUPPL	6500.00	5500.00	5712.00	104%
SECRETARIAL	8400.00	6000.00	5943.00	99%
COMPUTER	0.00	500.00	570.00	114%
CONTRACTED SERVICES	(9640.00)	(7601.00)	(7602.00)	(100%)
EXECUTIVE SECRETARY	4800.00	4533.00	4533.00	100%
RECORDING SECRETARY	1000.00	663.00	663.00	100%
EDITOR, NEWSLETTER	2000.00	1327.00	1327.00	100%
EDITOR, PROCEEDINGS	1000.00	663.00	663.00	100%
TREASURER	840.00**	415.00	415.00	100%
CONSULTATION PROGRAM	1200.00	1200.00	1200.00	100%
STATISTICAL RECORDS	0.00	1400.00	0.00	0%
PROFESSIONAL SERV. (CPA)	3300.00	950.00	965.00	102%
MEMBERSHIPS	(270.00)	(270.00)	(270.00)	(100%)
NISO Z39	200.00	200.00	200.00	100%
CNLIA	70.00	70.00	70.00	100%
MISCELLANEOUS	1000.00	1000.00	839.00	84%
TOTAL	67660.00	64301.00	58121.00	90%
	(13660.00)	(15801.00)	(505.00)	

*INCLUDES $698 BALANCE FROM 1985 CONFERENCE.
**INDEX BOARD PAYS $1,890 AND PRESERVATION BOARD PAYS $1,470, MAKING A TOTAL OF $4,200.

ADOPTED BY BOARD OF DIRECTORS, 6/15/86

AMERICAN THEOLOGICAL LIBRARY ASSOCIATION

PROPOSED COMMITTEE OPERATING BUDGET

	1986/1987	BUDGET 1985/1986	ACTUAL 1985/1986	% OF BUDGET
AD HOC COMM. ON ORAL HISTORY	300.00	150.00	0.00	0%
BIBLIOGRAPHIC SYSTEMS	3500.00	1500.00	1344.00	90%
COLLECTION EVALUATION & DEVELOPMENT	500.00	1500.00	1488.00	99%
FINANCIAL MANAGEMENT	7200.00	9000.00	4630.00	51%
NOMINATING	50.00	50.00	0.00	0%
PROGRAM	2000.00	2000.00	1653.00	83%
PUBLICATION	2500.00	2500.00	2215.00	87%
READER SERVICES	300.00	300.00	25.00	8%
	16350.00	17000.00	11355.00	67%

APPROVED BY BOARD OF DIRECTORS, 6/15/86

STATISTICAL RECORDS REPORT (1984-1985)

POPULATION SERVED AND LIBRARY STAFF

INSTITUTION	STUDENTS	FACULTY	PROFESS. STAFF	FULL STAFF	PARTTIME STAFF
ACADIA DIVINITY COLLEGE	91	11	0.50	0.00	0.50
ANDERSON COLLEGE	129	15	1.00	2.00	1.75
ANDOVER NEWTON THEO SCHOOL	284	33	3.00	4.00	2.70
ANDREW UNIVERSITY	0	0	0.00	0.00	0.00
ASBURY THEOLOGICAL SEMINARY	584	51	6.00	7.00	1.50
ASHLAND THEOLOGICAL SEMINARY	424	24	1.00	1.00	1.50
ASSEMBLIES OF GOD THEO SEM	248	11	1.00	3.00	3.00
ASSOCIATED MENNONITE BIBL SEM	146	16	2.00	0.00	2.10
ATLANTIC SCHOOL OF THEOLOGY	108	8	2.20	2.00	1.00
AUSTIN PRESBYTERIAN THEO SEM	147	16	1.50	2.00	2.54
BANGOR THEOLOGICAL SEMINARY	121	11	2.00	0.00	1.50
BAPTIST MISS ASSOC THEO SEM	66	8	1.00	3.00	1.50
BETHANY/NORTHERN BAPTIST SEM	221	29	3.22	0.00	3.63
BETHEL THEOLOGICAL SEMINARY	252	18	2.75	1.00	2.25
BIBLICAL THEOLOGICAL SEMINARY	122	7	2.00	0.00	1.00
BILLY GRAHAM CENTER	0	0	3.00	3.00	2.75
BOSTON UNIV SCH OF THEOLOGY	283	27	3.00	3.00	5.70
BRETHREN HISTORICAL	0	0	0.00	0.00	0.00
BRITE DIVINITY SCHOOL	163	15	3.46	4.85	0.00
CALVARY BAPTIST THEO SEMINARY	100	9	1.00	4.00	6.00
CALVIN SEMINARY	0	0	0.00	0.00	0.00
CATHOLIC THEOLOGICAL UNION	300	31	3.00	3.00	2.00
CENTER FOR BIBLICAL STUDIES	36	3	0.50	0.66	2.00
CENTRAL BAPTIST THEO SEMINARY	99	11	1.50	1.00	1.50
CHICAGO THEOLOGICAL SEMINARY	112	12	1.00	1.00	1.50
CHRIST SEMINARY - SEMINEX	15	2	1.00	0.00	0.00
CHRIST THE KING SEMINARY	109	14	3.50	0.00	0.50
CHRISTIAN THEOLOGICAL SEMINARY	196	18	3.00	1.00	2.00
CINCINNATI BIBLE SEMINARY	0	0	0.00	0.00	0.00
CLAREMONT--SCHOOL OF THEOLOGY	163	26	3.30	3.00	0.00
COLGATE/ROCHESTER/BEXLEY HALL	183	21	4.00	3.00	1.30
COLUMBIA GRAD SCHOOL OF BIB	291	15	2.00	6.00	2.30
COLUMBIA THEOLOGICAL SEMINARY	485	29	4.00	1.00	5.00
CONCORDIA SEMINARY	530	32	3.00	5.00	7.00
CONCORDIA THEOLOGICAL SEMINARY	477	36	3.00	5.50	3.00
CONGREGATIONAL LIBRARY, THE	0	0	2.00	1.00	2.00
CONVENANT THEOLOGICAL SEMINARY	112	8	2.00	2.00	1.25
CRISWELL CENTER-BIBLICAL STUDY	0	0	0.00	0.00	0.00
DALLAS THEOLOGICAL SEMINARY	986	44	6.00	8.00	0.00
DAVID LIPSCOMB COLLEGE	0	0	0.00	0.00	0.00
DENVER THEOLOGICAL SEMINARY	316	26	3.00	2.00	2.50
DOMINICAN COLLEGE	44	10	1.20	2.00	1.20
DREW UNIVERSITY	330	21	14.50	11.00	28.00
DUKE UNIVERSITY DIVINITY SCH	342	33	2.00	3.00	0.00
EASTERN BAPTIST THEO SEMINARY	242	18	2.00	2.00	1.00
EASTERN MENNONITE COLLEGE	878	65	2.95	1.00	3.08
EDEN THEOLOGICAL SEMINARY	122	13	5.00	5.00	5.50
EMMANUEL SCHOOL OF RELIGION	75	9	1.00	3.00	2.00

STATISTICAL RECORDS REPORT (1984-1985)

POPULATION SERVED AND LIBRARY STAFF

INSTITUTION	STUDENTS	FACULTY	PROFESS. STAFF	FULL STAFF	PARTTIME STAFF
EMORY UNIVERSITY	502	60	7.00	4.25	5.60
EPISCOPAL DIVINITY SCHOOL	0	0	0.00	0.00	0.00
EPISCOPAL THEOLOGICAL SEMINARY	77	12	2.00	2.00	1.00
ERSKINE COLLEGE THEO SEMINARY	600	53	2.25	2.00	2.00
EVANGELICAL SCHOOL OF THEOLOGY	34	8	1.00	0.00	0.50
FULLER THEOLOGICAL SEMINARY	0	0	0.00	0.00	0.00
GENERAL THEOLOGICAL SEMINARY	134	14	2.00	2.00	0.50
GEORGETOWN UNIVERSITY	0	0	2.00	1.00	1.00
GOLDEN GATE BAPTIST THEO SEM	525	46	3.00	4.00	5.00
GORDON-CONWELL THEO SEMINARY	518	37	3.00	4.00	2.50
GRACE THEOLOGICAL SEMINARY	245	17	1.50	2.00	3.00
GRADUATE THEOLOGICAL UNION	1247	151	10.50	9.00	5.00
HARDING GRADUATE SCHOOL	130	9	2.00	0.00	1.50
HARTFORD SEMINARY	115	13	0.50	1.00	0.50
HARVARD DIVINITY SCHOOL	475	30	7.50	9.50	10.00
HISTORICAL FOUND/PRESB & REFOR	0	0	1.00	5.00	2.00
HOLY NAME COLLEGE	0	0	0.00	0.00	0.00
HURON COLLEGE FACULTY OF THEO	700	47	2.50	4.00	4.00
ILIFF SCHOOL OF THEOLOGY	186	25	3.00	4.00	4.50
KENRICK SEMINARY	74	23	1.00	2.00	0.96
KINO INSTITUTE	0	0	0.00	0.00	0.00
KNOX COLLEGE	106	9	2.00	1.00	1.00
KRAUSS-McCORMICK LIBRARY	0	0	0.00	0.00	0.00
LANCASTER THEOLOGICAL SEMINARY	96	15	1.00	1.00	3.00
LEXINGTON THEOLOGICAL SEMINARY	156	14	2.00	1.00	3.00
LOUISVILLE PRESB THEO SEMINARY	200	16	2.00	3.50	4.00
LUTHER-NORTHWESTERN THEO SEM	883	62	3.60	2.00	2.50
LUTHERAN THEO SEM (GETTYSBURG)	211	15	1.80	3.00	1.60
LUTHERAN THEO SEM (PHILADEL)	173	18	2.70	3.00	1.10
LUTHERAN THEO SOUTHERN SEM	178	20	2.00	1.00	3.38
MARY IMMACULATE SEMINARY	43	12	1.00	2.00	0.00
MEMPHIS THEOLOGICAL SEMINARY	117	11	1.00	1.00	2.25
MENNONITE BRETHREN BIBL SEM	83	12	3.00	2.00	4.25
METHODIST THEOLOGICAL SCHOOL	195	21	2.00	3.00	4.00
MID-AMERICA BAPTIST THEO SEM	471	19	3.00	5.00	0.00
MORAVIAN THEOLOGICAL SEMINARY	0	0	0.00	0.00	0.00
MOUNT ANGEL SEMINARY	0	0	0.00	0.00	0.00
MOUNT SAINT MARY'S SEMINARY	1664	97	6.00	7.00	0.00
MOUNT ST MARY'S SEM OF WEST	157	28	2.00	2.00	1.50
MOUNT ST. ALPHONSUS SEMINARY	0	0	0.00	0.00	0.00
McGILL UNIVERSITY	209	14	1.00	2.00	0.00
NASHOTAH HOUSE	75	10	1.00	3.00	0.00
NAZARENE THEOLOGICAL SEMINARY	295	20	2.00	1.00	2.20
NEW BRUNSWICK THEOLOGICAL SEM	71	11	2.00	2.00	0.00
NEW ORLEANS BAPTIST THEO SEM	1021	90	3.50	6.00	3.40
NORTH AMERICAN BAPTIST SEM	85	12	1.00	1.00	1.16
NORTH PARK THEOLOGICAL SEM	124	14	2.00	2.00	2.50
OBLATE SCHOOL OF THEOLOGY	78	13	1.00	1.00	1.00

STATISTICAL RECORDS REPORT (1984-1985)

POPULATION SERVED AND LIBRARY STAFF

INSTITUTION	STUDENTS	FACULTY	PROFESS. STAFF	FULL STAFF	PARTTIME STAFF
ONTARIO THEOLOGICAL SEMINARY	194	8	2.00	7.00	1.00
ORAL ROBERTS UNIVERSITY	282	18	2.00	1.00	7.00
PERKINS SCHOOL OF THEOLOGY	417	31	5.00	3.00	4.50
PHILLIPS UNIV GRADUATE SEM	91	12	1.60	3.00	0.00
PITTSBURGH THEOLOGICAL SEM	263	19	2.00	3.00	1.00
PONTIFICAL COLLEGE JOSEPHINUM	202	33	3.00	1.00	0.75
POPE JOHN XXIII NATIONAL SEM	56	10	2.00	0.00	19.00
PRINCETON THEOLOGICAL SEMINARY	0	0	0.00	0.00	0.00
REFORMED PRESBYTERIAN THEO SEM	38	6	1.00	0.00	0.80
REFORMED THEOLOGICAL SEMINARY	185	18	3.00	4.00	2.50
REGENT COLLEGE	0	0	0.00	0.00	0.00
SAINT CHARLES SEMINARY	112	12	7.00	4.00	4.00
SAINT FRANCIS SEMINARY	127	17	3.00	2.00	3.00
SAINT JOHN'S COLLEGE-CANADA	0	0	1.00	1.43	0.52
SAINT JOHN'S PROVINCIAL SEM	129	18	1.50	2.00	0.00
SAINT JOHN'S SEMINARY--CA	106	15	2.00	1.00	2.00
SAINT JOHN'S SEMINARY--MA	136	22	1.00	0.00	1.00
SAINT JOHN'S UNIVERSITY	2024	158	3.87	7.23	0.00
SAINT JOSEPH'S SEMINARY	92	13	2.00	2.00	1.00
SAINT LOUIS UNIVERSITY	10170	923	2.00	1.00	4.00
SAINT MARY OF THE LAKE SEM	140	25	1.00	2.00	0.50
SAINT MARY'S COLLEGE	40	14	2.00	0.00	2.50
SAINT MARY'S SEMINARY--OH	62	8	1.00	0.00	0.70
SAINT MARYS SEM-UNIV SCH THEO	0	0	0.00	0.00	0.00
SAINT MEINRAD SCHOOL OF THEO	311	70	1.00	4.00	1.00
SAINT MICHAEL'S COLLEGE	0	0	0.00	0.00	0.00
SAINT PATRICK'S SEMINARY	82	24	2.00	0.00	1.00
SAINT PAUL SCHOOL OF THEOLOGY	270	17	1.00	3.00	1.00
SAINT PAUL SEMINARY	80	21	1.50	1.00	3.75
SAINT PETER'S SEMINARY	74	11	1.00	2.00	0.50
SAINT THOMAS UNIVERSITY	80	14	1.00	1.00	1.00
SAINT VINCENT de PAUL REG SEM	98	13	2.00	0.00	1.00
SCARRITT COLLEGE	100	12	2.00	0.00	0.00
SEMINARIO EVANGELICO de PUERTO	130	13	2.50	1.00	2.50
SOUTHEASTERN BAPTIST THEO SEM	894	41	5.00	6.00	8.80
SOUTHERN BAPTIST THEO SEMINARY	2214	100	7.00	18.00	8.60
SOUTHWESTERN BAPTIST THEO SEM	3004	103	10.00	13.00	23.00
THE UNITED LIBRARY	343	41	5.00	3.00	0.50
TRINITY COL FACULTY OF DIV	103	7	0.72	0.90	1.20
TRINITY EPISCOPAL SCH/MINISTRY	72	10	1.00	3.00	0.00
TRINITY EVANGEL DIVINITY SCH	670	53	4.00	4.00	9.50
TRINITY LUTHERAN SEMINARY	258	18	3.10	3.00	0.40
UNION THEOLOGICAL SEMINARY-NY	300	30	5.00	11.00	5.00
UNION THEOLOGICAL SEMINARY-VA	509	42	6.50	9.00	3.50
UNITED METHODIST PUBL HOUSE	0	0	0.00	0.00	0.00
UNITED THEO SEM OF TWIN CITIES	138	17	2.00	0.00	1.00
UNITED THEOLOGICAL SEMINARY	207	25	2.00	3.00	2.50
UNIV OF DUBUQUE THEO SEMINARY	0	0	4.00	3.00	0.00

STATISTICAL RECORDS REPORT (1984-1985)

POPULATION SERVED AND LIBRARY STAFF

INSTITUTION	STUDENTS	FACULTY	PROFESS. STAFF	FULL STAFF	PARTTIME STAFF
UNIV OF THE SOUTH SCH OF THEO	0	0	0.00	0.00	0.00
VANCOUVER SCHOOL OF THEOLOGY	114	14	1.00	4.00	1.80
VANDERBILT UNIV DIVINITY SCH	262	18	2.00	2.00	5.00
VICTORIA UNIVERSITY	156	10	0.50	1.00	1.66
VIRGINIA THEOLOGICAL SEMINARY	229	18	2.00	5.00	2.00
WASHINGTON THEOLOGICAL UNION	0	0	0.00	0.00	0.00
WESLEY THEOLOGICAL SEMINARY	262	24	4.00	2.00	2.40
WESTERN CONSERVATIVE BAPT SEM	267	27	3.00	3.00	4.00
WESTERN EVANGELICAL SEMINARY	128	8	2.00	0.00	2.50
WESTERN THEOLOGICAL SEMINARY	175	15	2.00	1.00	0.00
WESTMINSTER THEO SEMINARY--CA	73	10	1.00	1.00	1.00
WESTMINSTER THEO SEMINARY--PA	334	20	3.50	1.00	2.50
WESTON SCHOOL OF THEOLOGY	0	0	0.00	0.00	0.00
WHITEFRIARS HALL	0	0	0.00	0.00	0.00
WILFRID LAURIER UNIVERSITY	80	7	13.00	40.00	1.00
WINEBRENNER THEOLOGICAL SEM	30	6	3.33	0.00	1.50
WYCLIFFE COLLEGE	111	5	1.00	1.00	0.50
YALE UNIVERSITY DIVINITY SCH	403	45	6.00	8.00	6.80

FINANCIAL DATA

INSTITUTION	SALARY WAGES	LIBRARY MATER-IALS	BINDING	TOTAL EXPENSE	EDUC. AND GENERAL
EPISCOPAL THEOLOGICAL SEMINARY	95744	20523	2575	173553	1824081
ERSKINE COLLEGE THEO SEMINARY	72000	79600	800	161000	4100000
EVANGELICAL SCHOOL OF THEOLOGY	23000	12000	450	40000	499000
FULLER THEOLOGICAL SEMINARY	0	0	0	0	0
GENERAL THEOLOGICAL SEMINARY	79656	71596	5825	217070	2542325
GEORGETOWN UNIVERSITY	79969	32454	6460	141721	0
GOLDEN GATE BAPTIST THEO SEM	188682	52391	1157	397020	2845898
GORDON-CONWELL THEO SEMINARY	113367	43892	3136	202383	4320595
GRACE THEOLOGICAL SEMINARY	47175	60493	5408	118700	1488499
GRADUATE THEOLOGICAL UNION	377198	216785	11063	879079	13374478
HARDING GRADUATE SCHOOL	63232	42092	6840	128870	1502754
HARTFORD SEMINARY	35000	17670	0	61380	1200000
HARVARD DIVINITY SCHOOL	324419	190339	29832	673253	0
HISTORICAL FOUND/PRESB & REFOR	59050	9950	69000	0	0
HOLY NAME COLLEGE	0	0	0	0	0
* HURON COLLEGE FACULTY OF THEO	98876	62990	5124	6794	0
ILIFF SCHOOL OF THEOLOGY	149741	124716	8787	346571	3038305
KENRICK SEMINARY	46750	22393	2921	30179	959979
KINO INSTITUTE	0	0	0	0	0
* KNOX COLLEGE	52776	19753	3049	85005	584889
KRAUSS-McCORMICK LIBRARY	0	0	0	0	0
LANCASTER THEOLOGICAL SEMINARY	40832	34284	3548	98657	1420102
LEXINGTON THEOLOGICAL SEMINARY	63214	42330	8270	52403	1268057
LOUISVILLE PRESB THEO SEMINARY	98274	40519	6000	191865	1926510
LUTHER-NORTHWESTERN THEO SEM	168822	60518	6148	290646	7455193
LUTHERAN THEO SEM (GETTYSBURG)	82002	53469	4854	175403	2018215
LUTHERAN THEO SEM (PHILADEL)	98184	48020	6985	219612	1854300
LUTHERAN THEO SOUTHERN SEM	80984	41764	2745	122750	1432849
MARY IMMACULATE SEMINARY	0	29000	3500	49000	0
MEMPHIS THEOLOGICAL SEMINARY	45313	22507	2628	85267	691480
MENNONITE BRETHREN BIBL SEM	120368	80508	13439	240966	0
METHODIST THEOLOGICAL SCHOOL	89981	51987	2883	184091	1990865
MID-AMERICA BAPTIST THEO SEM	120800	104900	1984	227684	0
MORAVIAN THEOLOGICAL SEMINARY	0	0	0	0	0
MOUNT ANGEL SEMINARY	0	0	0	0	0
MOUNT SAINT MARY'S SEMINARY	187776	133000	8500	376723	9428445
MOUNT ST MARY'S SEM OF WEST	46551	27528	2901	146207	1547344
MOUNT ST. ALPHONSUS SEMINARY	0	0	0	0	0
* McGILL UNIVERSITY	67693	14236	905	83088	0
NASHOTAH HOUSE	30257	33439	786	85759	1654540
NAZARENE THEOLOGICAL SEMINARY	56077	64858	3800	138904	1362399
NEW BRUNSWICK THEOLOGICAL SEM	50909	18236	2477	94227	923819
NEW ORLEANS BAPTIST THEO SEM	116967	73216	5163	242906	4253254
NORTH AMERICAN BAPTIST SEM	51594	28772	1925	109083	1168433
NORTH PARK THEOLOGICAL SEM	66186	45757	5204	142084	0
OBLATE SCHOOL OF THEOLOGY	28322	24883	2490	59659	700000
* ONTARIO THEOLOGICAL SEMINARY	92402	40962	536	139612	1863478
ORAL ROBERTS UNIVERSITY	59292	23285	1198	85105	1081480
PERKINS SCHOOL OF THEOLOGY	194656	289350	26801	592304	3781258
PHILLIPS UNIV GRADUATE SEM	73925	31159	3018	159574	925529

FINANCIAL DATA

INSTITUTION	SALARY WAGES	LIBRARY MATER-IALS	BINDING	TOTAL EXPENSE	EDUC. AND GENERAL
* ACADIA DIVINITY COLLEGE	2143	14071	0	33224	581873
ANDERSON COLLEGE	51773	22500	750	77273	766586
ANDOVER NEWTON THEO SCHOOL	111738	50940	4000	212136	3035252
ANDREW UNIVERSITY	0	0	0	0	0
ASBURY THEOLOGICAL SEMINARY	205145	68807	4635	325137	4312243
ASHLAND THEOLOGICAL SEMINARY	34733	22404	1985	67105	1545270
ASSEMBLIES OF GOD THEO SEM	61436	39421	1996	132970	1050660
ASSOCIATED MENNONITE BIBL SEM	55918	27420	1335	115616	1703957
* ATLANTIC SCHOOL OF THEOLOGY	71232	24595	2146	105600	973125
AUSTIN PRESBYTERIAN THEO SEM	81475	47465	1830	130770	1917708
BANGOR THEOLOGICAL SEMINARY	50053	24116	2070	87832	947692
BAPTIST MISS ASSOC THEO SEM	46324	20271	3300	88122	423706
BETHANY/NORTHERN BAPTIST SEM	87986	39595	3083	171802	2658084
BETHEL THEOLOGICAL SEMINARY	97510	34075	3455	162305	3032981
BIBLICAL THEOLOGICAL SEMINARY	33276	8428	593	47907	634170
BILLY GRAHAM CENTER	115014	26321	5280	185158	0
BOSTON UNIV SCH OF THEOLOGY	131213	40854	1543	180307	2332811
BRETHREN HISTORICAL	0	0	0	0	0
BRITE DIVINITY SCHOOL	155113	102056	5258	282380	1352340
CALVARY BAPTIST THEO SEMINARY	60000	18000	2000	80000	345190
CALVIN SEMINARY	0	0	0	0	0
CATHOLIC THEOLOGICAL UNION	109167	49650	3000	176263	1690092
CENTER FOR BIBLICAL STUDIES	14300	4000	100	21400	0
CENTRAL BAPTIST THEO SEMINARY	46905	36787	1456	98348	1223972
CHICAGO THEOLOGICAL SEMINARY	37915	28557	998	85100	1932000
CHRIST SEMINARY - SEMINEX	29750	3066	24	8515	0
CHRIST THE KING SEMINARY	40749	44835	2954	107520	1439305
CHRISTIAN THEOLOGICAL SEMINARY	83540	33328	3156	145494	2503560
CINCINNATI BIBLE SEMINARY	0	0	0	0	0
CLAREMONT--SCHOOL OF THEOLOGY	113771	58984	9849	220366	3073932
COLGATE/ROCHESTER/BEXLEY HALL	106101	80058	5375	215517	2500474
COLUMBIA GRAD SCHOOL OF BIB	110958	141965	5780	291529	4334290
COLUMBIA THEOLOGICAL SEMINARY	85000	46000	5700	184544	2294356
CONCORDIA SEMINARY	150920	123546	4750	318788	3963062
CONCORDIA THEOLOGICAL SEMINARY	141595	77300	1400	294187	3398347
CONGREGATIONAL LIBRARY, THE	80199	6830	1000	11390	524371
CONVENANT THEOLOGICAL SEMINARY	58350	24288	1400	100715	1494317
CRISWELL CENTER-BIBLICAL STUDY	0	0	0	0	0
DALLAS THEOLOGICAL SEMINARY	242296	77564	15832	408927	9910259
DAVID LIPSCOMB COLLEGE	0	0	0	0	0
DENVER THEOLOGICAL SEMINARY	98191	55764	5386	183425	2140015
DOMINICAN COLLEGE	44521	18125	1540	72375	1013987
DREW UNIVERSITY	740845	352091	29280	1278798	19980000
DUKE UNIVERSITY DIVINITY SCH	0	115187	0	519956	3805878
EASTERN BAPTIST THEO SEMINARY	71354	37854	1784	115661	2100000
EASTERN MENNONITE COLLEGE	120105	65739	137	218041	6895922
EDEN THEOLOGICAL SEMINARY	236076	172412	10287	615750	0
EMMANUEL SCHOOL OF RELIGION	55324	33807	5115	116538	1079667
EMORY UNIVERSITY	220336	232042	6309	526935	3822313
EPISCOPAL DIVINITY SCHOOL	0	0	0	0	0

FINANCIAL DATA

INSTITUTION	SALARY WAGES	LIBRARY MATER-IALS	BINDING	TOTAL EXPENSE	EDUC. AND GENERAL
PITTSBURGH THEOLOGICAL SEM	99300	72000	10000	236300	2647168
PONTIFICAL COLLEGE JOSEPHINUM	64035	79065	5453	171429	2632403
POPE JOHN XXIII NATIONAL SEM	17950	46768	1200	46768	585000
PRINCETON THEOLOGICAL SEMINARY	0	0	0	0	0
REFORMED PRESBYTERIAN THEO SEM	21385	8805	676	45201	245251
REFORMED THEOLOGICAL SEMINARY	89182	75787	7167	217936	2675863
*REGENT COLLEGE	0	0	0	0	0
SAINT CHARLES SEMINARY	98425	16838	2386	117649	1660355
SAINT FRANCIS SEMINARY	40379	40673	1200	77885	0
*SAINT JOHN'S COLLEGE-CANADA	51819	15872	823	0	0
SAINT JOHN'S PROVINCIAL SEM	56164	27130	3639	103575	1406657
SAINT JOHN'S SEMINARY--CA	0	44000	4000	94000	0
SAINT JOHN'S SEMINARY--MA	21074	41523	4750	74395	0
SAINT JOHN'S UNIVERSITY	336002	169447	7642	513091	13415011
SAINT JOSEPH'S SEMINARY	43916	21745	8852	74513	0
SAINT LOUIS UNIVERSITY	77174	25497	10000	128171	103936342
SAINT MARY OF THE LAKE SEM	37030	35044	5628	77702	623848
SAINT MARY'S COLLEGE	35954	23929	0	87364	474826
SAINT MARY'S SEMINARY--OH	23662	44200	5000	49200	706869
SAINT MARYS SEM-UNIV SCH THEO	0	0	0	0	0
SAINT MEINRAD SCHOOL OF THEO	88381	88236	1038	203561	2557851
*SAINT MICHAEL'S COLLEGE	0	0	0	0	0
SAINT PATRICK'S SEMINARY	28705	21894	1322	58874	1067224
SAINT PAUL SCHOOL OF THEOLOGY	91620	35182	3478	130280	1634163
SAINT PAUL SEMINARY	47401	32542	2885	125385	0
*SAINT PETER'S SEMINARY	38649	35058	1073	80110	668958
SAINT THOMAS UNIVERSITY	34830	23052	797	63831	0
SAINT VINCENT de PAUL REG SEM	40414	45165	2970	103941	1606422
SCARRITT COLLEGE	36235	17000	900	81991	1492682
SEMINARIO EVANGELICO de PUERTO	43115	31000	2000	87263	1016543
SOUTHEASTERN BAPTIST THEO SEM	238409	84841	4024	406638	4329090
SOUTHERN BAPTIST THEO SEMINARY	448172	173269	19478	842837	9764737
SOUTHWESTERN BAPTIST THEO SEM	513587	109219	16523	950521	12923064
THE UNITED LIBRARY	155116	98043	12132	370601	4126291
*TRINITY COL FACULTY OF DIV	37095	17932	368	61578	540210
TRINITY EPISCOPAL SCH/MINISTRY	57736	29763	3285	112501	1032100
TRINITY EVANGEL DIVINITY SCH	192354	112140	3037	365861	5250932
TRINITY LUTHERAN SEMINARY	119738	48884	4243	240780	2876390
UNION THEOLOGICAL SEMINARY-NY	362310	210000	60000	767470	8474210
UNION THEOLOGICAL SEMINARY-VA	285382	98222	3818	576430	3895287
UNITED METHODIST PUBL HOUSE	0	0	0	0	0
UNITED THEO SEM OF TWIN CITIES	41399	19896	1090	77479	1407933
UNITED THEOLOGICAL SEMINARY	131074	46323	1662	198764	2283807
UNIV OF DUBUQUE THEO SEMINARY	92077	40334	3619	213934	0
UNIV OF THE SOUTH SCH OF THEO	0	0	0	0	0
*VANCOUVER SCHOOL OF THEOLOGY	92462	35382	2251	130094	1059778
VANDERBILT UNIV DIVINITY SCH	104470	60311	4594	331083	1907056
*VICTORIA UNIVERSITY	37201	19459	1359	93826	876052
VIRGINIA THEOLOGICAL SEMINARY	142117	71515	11310	317503	4575276
WASHINGTON THEOLOGICAL UNION	0	0	0	0	0

FINANCIAL DATA

INSTITUTION	SALARY WAGES	LIBRARY MATER-IALS	BINDING	TOTAL EXPENSE	EDUC. AND GENERAL
WESLEY THEOLOGICAL SEMINARY	107784	48790	3200	185402	3012309
WESTERN CONSERVATIVE BAPT SEM	117850	44812	0	210190	2763952
WESTERN EVANGELICAL SEMINARY	46000	16600	0	79580	636620
WESTERN THEOLOGICAL SEMINARY	60900	30000	3100	121000	1260760
WESTMINSTER THEO SEMINARY--CA	38453	38494	873	101636	769573
WESTMINSTER THEO SEMINARY--PA	67265	56288	3611	140944	1784179
WESTON SCHOOL OF THEOLOGY	0	0	0	0	0
WHITEFRIARS HALL	0	0	0	0	0
* WILFRID LAURIER UNIVERSITY	811885	650410	23218	1790387	21998550
WINEBRENNER THEOLOGICAL SEM	38005	17601	500	64453	444000
* WYCLIFFE COLLEGE	33006	8373	1789	50035	701187
YALE UNIVERSITY DIVINITY SCH	321767	162968	26213	628943	0

* Canadian Institutions' Records figured at the U.S. dollar rate. Exchange rate .7154 used, the March 5, 1985 rate.

LIBRARY HOLDINGS

INSTITUTION	BOUND VOLUMES	MICRO-FORMS	AUDIO-VISUAL MEDIA	OTHER ITEMS	TOTAL ITEMS	PERI-ODI-CAL SUBS.
ACADIA DIVINITY COLLEGE	35000	0	2000	165000	202000	150
ANDERSON COLLEGE	55191	330	1782	0	57303	367
ANDOVER NEWTON THEO SCHOOL	204278	4834	0	0	209112	544
ANDREW UNIVERSITY	0	0	0	0	0	0
ASBURY THEOLOGICAL SEMINARY	140202	5700	2626	504	149039	710
ASHLAND THEOLOGICAL SEMINARY	60476	429	1168	0	62073	362
ASSEMBLIES OF GOD THEO SEM	50930	42122	2522	0	95574	499
ASSOCIATED MENNONITE BIBL SEM	98600	973	476	392	100371	540
ATLANTIC SCHOOL OF THEOLOGY	61843	0	995	28	62838	0
AUSTIN PRESBYTERIAN THEO SEM	118655	2249	1597	333	122944	486
BANGOR THEOLOGICAL SEMINARY	77741	731	41	1200	79713	428
BAPTIST MISS ASSOC THEO SEM	38150	598	3587	12843	55178	818
BETHANY/NORTHERN BAPTIST SEM	137022	3652	2761	0	143435	604
BETHEL THEOLOGICAL SEMINARY	110802	2492	5539	0	118833	751
BIBLICAL THEOLOGICAL SEMINARY	39950	217	650	1072	41889	224
BILLY GRAHAM CENTER	57337	124745	0	0	182082	499
BOSTON UNIV SCH OF THEOLOGY	119251	8289	4650	0	132190	1033
BRETHREN HISTORICAL	0	0	0	0	0	0
BRITE DIVINITY SCHOOL	134624	14580	0	0	149204	904
CALVARY BAPTIST THEO SEMINARY	68000	3000	900	3000	75000	530
CALVIN SEMINARY	0	0	0	0	0	0
CATHOLIC THEOLOGICAL UNION	102373	335	500	0	103708	540
CENTER FOR BIBLICAL STUDIES	16600	0	37	3000	19837	40
CENTRAL BAPTIST THEO SEMINARY	72735	199	6315	0	79249	297
CHICAGO THEOLOGICAL SEMINARY	101200	2200	500	0	103900	205
CHRIST SEMINARY - SEMINEX	36230	5738	0	0	41968	189
CHRIST THE KING SEMINARY	95866	2700	725	0	105000	405
CHRISTIAN THEOLOGICAL SEMINARY	108318	900	5230	0	114448	686
CINCINNATI BIBLE SEMINARY	0	0	0	0	0	0
CLAREMONT--SCHOOL OF THEOLOGY	122975	2268	48	0	125651	585
COLGATE/ROCHESTER/BEXLEY HALL	252000	1866	2681	0	256547	845
COLUMBIA GRAD SCHOOL OF BIB	73408	4376	11881	385	90673	619
COLUMBIA THEOLOGICAL SEMINARY	91013	691	2420	0	94124	425
CONCORDIA SEMINARY	172754	35512	13250	264	221780	1086
CONCORDIA THEOLOGICAL SEMINARY	117600	1006	5506	6300	130402	704
CONGREGATIONAL LIBRARY, THE	225000	500	0	225000	225000	110
CONVENANT THEOLOGICAL SEMINARY	48356	2840	550	2000	53746	374
CRISWELL CENTER-BIBLICAL STUDY	0	0	0	0	0	0
DALLAS THEOLOGICAL SEMINARY	102931	19586	5817	123	128457	1000
DAVID LIPSCOMB COLLEGE	0	0	0	0	0	0
DENVER THEOLOGICAL SEMINARY	82800	2350	2700	0	0	526
DOMINICAN COLLEGE	57484	97	51	0	57996	287
DREW UNIVERSITY	435105	184858	3820	120000	743783	1623
DUKE UNIVERSITY DIVINITY SCH	235301	0	0	0	235301	625
EASTERN BAPTIST THEO SEMINARY	96607	595	0	0	97202	382
EASTERN MENNONITE COLLEGE	114383	12500	11051	8212	146146	885
EDEN THEOLOGICAL SEMINARY	184753	29997	28600	0	243350	913
EMMANUEL SCHOOL OF RELIGION	62440	19171	1505	0	83116	676
EMORY UNIVERSITY	394884	41041	3197	4500	443622	1455

LIBRARY HOLDINGS

INSTITUTION	BOUND VOLUMES	MICRO-FORMS	AUDIO-VISUAL MEDIA	OTHER ITEMS	TOTAL ITEMS	PERI-ODI-CAL SUBS.
EPISCOPAL DIVINITY SCHOOL	0	0	0	0	0	0
EPISCOPAL THEOLOGICAL SEMINARY	87658	769	2112	0	90539	345
ERSKINE COLLEGE THEO SEMINARY	165000	48000	800	0	213000	818
EVANGELICAL SCHOOL OF THEOLOGY	51237	160	10	400	51807	282
FULLER THEOLOGICAL SEMINARY	0	0	0	0	0	0
GENERAL THEOLOGICAL SEMINARY	206868	2583	186	0	209637	478
GEORGETOWN UNIVERSITY	167000	2556	66	0	170000	650
GOLDEN GATE BAPTIST THEO SEM	108935	3068	12799	17703	142505	758
GORDON-CONWELL THEO SEMINARY	111977	8610	3235	1850	125672	871
GRACE THEOLOGICAL SEMINARY	54316	4464	13050	0	71830	340
GRADUATE THEOLOGICAL UNION	355188	171947	5202	188236	543424	2301
HARDING GRADUATE SCHOOL	73317	5248	1699	1560	81824	645
HARTFORD SEMINARY	67450	6200	0	1500	75150	250
HARVARD DIVINITY SCHOOL	375000	26671	0	951	375000	2400
HISTORICAL FOUND/PRESB & REFOR	66436	3500	4000	6000	0	140
HOLY NAME COLLEGE	0	0	0	0	0	0
HURON COLLEGE FACULTY OF THEO	116726	0	0	0	0	265
ILIFF SCHOOL OF THEOLOGY	137036	20222	1743	0	159001	822
KENRICK SEMINARY	68846	499	1668	1433	73233	328
KINO INSTITUTE	0	0	0	0	0	0
KNOX COLLEGE	65272	393	206	0	65871	197
KRAUSS-McCORMICK LIBRARY	0	0	0	0	0	0
LANCASTER THEOLOGICAL SEMINARY	0	9299	2136	1077	134441	0
LEXINGTON THEOLOGICAL SEMINARY	94992	7000	0	700	102692	1036
LOUISVILLE PRESB THEO SEMINARY	97300	140	475	0	97915	326
LUTHER-NORTHWESTERN THEO SEM	188954	1978	4892	191	196015	739
LUTHERAN THEO SEM (GETTYSBURG)	132641	1536	1812	0	135989	469
LUTHERAN THEO SEM (PHILADEL)	144867	9550	6794	2303	0	538
LUTHERAN THEO SOUTHERN SEM	90513	7600	1096	0	99209	739
MARY IMMACULATE SEMINARY	67601	910	143	0	68654	405
MEMPHIS THEOLOGICAL SEMINARY	67868	0	0	0	67868	611
MENNONITE BRETHREN BIBL SEM	104436	15082	4238	4116	127872	878
METHODIST THEOLOGICAL SCHOOL	86677	504	4070	13	91264	352
MID-AMERICA BAPTIST THEO SEM	89100	24200	3475	2600	119375	680
MORAVIAN THEOLOGICAL SEMINARY	0	0	0	0	0	0
MOUNT ANGEL SEMINARY	0	0	0	0	0	0
MOUNT SAINT MARY'S SEMINARY	154891	8100	9800	0	172791	681
MOUNT ST MARY'S SEM OF WEST	64783	1107	3170	776	69836	347
MOUNT ST. ALPHONSUS SEMINARY	0	0	0	0	0	0
McGILL UNIVERSITY	66524	8884	1336	930	77674	145
NASHOTAH HOUSE	71000	150	250	500	71900	545
NAZARENE THEOLOGICAL SEMINARY	69634	7647	1576	0	78857	460
NEW BRUNSWICK THEOLOGICAL SEM	147964	318	43	122	149077	303
NEW ORLEANS BAPTIST THEO SEM	170485	4670	20333	36401	231889	882
NORTH AMERICAN BAPTIST SEM	56480	736	12466	834	70516	375
NORTH PARK THEOLOGICAL SEM	69154	1245	445	0	70844	330
OBLATE SCHOOL OF THEOLOGY	36000	180	400	0	36580	265
ONTARIO THEOLOGICAL SEMINARY	37830	1809	3730	307	43676	720
ORAL ROBERTS UNIVERSITY	92544	17438	8611	0	118593	873

LIBRARY HOLDINGS

INSTITUTION	BOUND VOLUMES	MICRO- FORMS	AUDIO- VISUAL MEDIA	OTHER ITEMS	TOTAL ITEMS	PERI- ODI- CAL SUBS.
PERKINS SCHOOL OF THEOLOGY	207288	60137	0	0	267425	657
PHILLIPS UNIV GRADUATE SEM	92187	10021	17894	8850	128952	416
PITTSBURGH THEOLOGICAL SEM	204143	4096	8601	1590	218430	834
PONTIFICAL COLLEGE JOSEPHINUM	98769	459	2524	0	101752	415
POPE JOHN XXIII NATIONAL SEM	41865	2341	6647	0	0	257
PRINCETON THEOLOGICAL SEMINARY	0	0	0	0	0	0
REFORMED PRESBYTERIAN THEO SEM	26291	340	1049	1000	28680	172
REFORMED THEOLOGICAL SEMINARY	64084	22526	4760	0	91370	662
REGENT COLLEGE	0	0	0	0	0	0
SAINT CHARLES SEMINARY	185292	340	6089	7548	199269	548
SAINT FRANCIS SEMINARY	70000	285	5500	0	0	330
SAINT JOHN'S COLLEGE-CANADA	46041	1	2	0	46044	135
SAINT JOHN'S PROVINCIAL SEM	59269	2217	3476	632	65594	383
SAINT JOHN'S SEMINARY--CA	122000	1500	1000	0	0	450
SAINT JOHN'S SEMINARY--MA	131000	555	0	0	131555	352
SAINT JOHN'S UNIVERSITY	297325	23826	1589	775	323515	1167
SAINT JOSEPH'S SEMINARY	101166	0	0	0	101166	681
SAINT LOUIS UNIVERSITY	137569	493	0	0	138062	889
SAINT MARY OF THE LAKE SEM	142692	1128	1836	0	145656	403
SAINT MARY'S COLLEGE	63078	6199	0	0	0	316
SAINT MARY'S SEMINARY--OH	49576	917	1257	200	51950	360
SAINT MARYS SEM-UNIV SCH THEO	0	0	0	0	0	0
SAINT MEINRAD SCHOOL OF THEO	132519	4000	1738	0	138257	551
SAINT MICHAEL'S COLLEGE	0	0	0	0	0	0
SAINT PATRICK'S SEMINARY	63162	2125	1430	870	67587	255
SAINT PAUL SCHOOL OF THEOLOGY	68611	335	0	0	68966	350
SAINT PAUL SEMINARY	68255	1060	165	0	69480	462
SAINT PETER'S SEMINARY	40036	6133	550	0	46719	361
SAINT THOMAS UNIVERSITY	37400	1395	1969	1000	41764	310
SAINT VINCENT de PAUL REG SEM	51649	3931	1489	5127	62190	451
SCARRITT COLLEGE	56834	60	897	400	58251	135
SEMINARIO EVANGELICO de PUERTO	37000	590	470	600	38660	325
SOUTHEASTERN BAPTIST THEO SEM	136266	75102	17730	20000	249098	1181
SOUTHERN BAPTIST THEO SEMINARY	290982	30932	62184	260573	644671	1339
SOUTHWESTERN BAPTIST THEO SEM	283458	7232	20132	137968	448790	1955
THE UNITED LIBRARY	259693	1325	1144	332	259693	1036
TRINITY COL FACULTY OF DIV	33307	165	242	0	33714	98
TRINITY EPISCOPAL SCH/MINISTRY	33140	121	1210	0	34471	125
TRINITY EVANGEL DIVINITY SCH	113141	15715	1388	0	130244	1245
TRINITY LUTHERAN SEMINARY	88764	1167	2799	0	92730	659
UNION THEOLOGICAL SEMINARY-NY	544635	59907	1050	1882	604592	1700
UNION THEOLOGICAL SEMINARY-VA	238320	32909	55239	45	326513	1348
UNITED METHODIST PUBL HOUSE	0	0	0	0	0	0
UNITED THEO SEM OF TWIN CITIES	60777	521	1529	0	62827	290
UNITED THEOLOGICAL SEMINARY	101348	2974	2010	0	103348	426
UNIV OF DUBUQUE THEO SEMINARY	156519	715	0	0	157234	636
UNIV OF THE SOUTH SCH OF THEO	0	0	0	0	0	0
VANCOUVER SCHOOL OF THEOLOGY	73779	1160	3995	72	78966	330
VANDERBILT UNIV DIVINITY SCH	137300	6950	965	82	148188	483

LIBRARY HOLDINGS

INSTITUTION	BOUND VOLUMES	MICRO-FORMS	AUDIO-VISUAL MEDIA	OTHER ITEMS	TOTAL ITEMS	PERI-ODI-CAL SUBS.
VICTORIA UNIVERSITY	54416	4510	357	170	59453	283
VIRGINIA THEOLOGICAL SEMINARY	109375	2720	798	12667	125560	636
WASHINGTON THEOLOGICAL UNION	0	0	0	0	0	0
WESLEY THEOLOGICAL SEMINARY	111590	2760	2900	0	0	538
WESTERN CONSERVATIVE BAPT SEM	51152	5318	9428	0	65898	914
WESTERN EVANGELICAL SEMINARY	45324	3000	1000	0	0	403
WESTERN THEOLOGICAL SEMINARY	84034	3550	5300	0	92884	500
WESTMINSTER THEO SEMINARY--CA	30312	2954	710	0	33976	165
WESTMINSTER THEO SEMINARY--PA	90000	2500	2000	0	94500	500
WESTON SCHOOL OF THEOLOGY	0	0	0	0	0	0
WHITEFRIARS HALL	0	0	0	0	0	0
WILFRID LAURIER UNIVERSITY	425584	378138	55470	117060	976252	5174
WINEBRENNER THEOLOGICAL SEM	30690	240	379	650	31959	137
WYCLIFFE COLLEGE	42996	2300	112	600	46008	102
YALE UNIVERSITY DIVINITY SCH	340562	66054	0	0	0	1508

CIRCULATION DATA: INTERLIBRARY LOAN

TYPE OF LIBRARY

INSTITUTION	ILL SENT	ILL RECEIVED	INDEPENDENT LIBRARY	NONINDEPENDENT LIBRARY	DATA ALL
EMORY UNIVERSITY	1749	90	.F.	.T.	.F.
EPISCOPAL DIVINITY SCHOOL	0	0	.F.	.F.	.F.
EPISCOPAL THEOLOGICAL SEMINARY	47	12	.T.	.F.	.F.
ERSKINE COLLEGE THEO SEMINARY	5	20	.F.	.T.	.T.
EVANGELICAL SCHOOL OF THEOLOGY	27	5	.T.	.F.	.F.
FULLER THEOLOGICAL SEMINARY	0	0	.F.	.F.	.F.
GENERAL THEOLOGICAL SEMINARY	88	28	.T.	.F.	.F.
GEORGETOWN UNIVERSITY	0	0	.T.	.F.	.F.
GOLDEN GATE BAPTIST THEO SEM	103	254	.T.	.F.	.F.
GORDON-CONWELL THEO SEMINARY	604	237	.T.	.F.	.F.
GRACE THEOLOGICAL SEMINARY	540	619	.F.	.T.	.F.
GRADUATE THEOLOGICAL UNION	1128	520	.T.	.F.	.F.
HARDING GRADUATE SCHOOL	170	63	.T.	.F.	.F.
HARTFORD SEMINARY	219	44	.T.	.F.	.F.
HARVARD DIVINITY SCHOOL	283	26	.F.	.T.	.F.
HISTORICAL FOUND/PRESB & REFOR	0	0	.F.	.F.	.F.
HOLY NAME COLLEGE	0	0	.F.	.F.	.F.
HURON COLLEGE FACULTY OF THEO	89	7	.F.	.T.	.T.
ILIFF SCHOOL OF THEOLOGY	1984	405	.T.	.F.	.F.
KENRICK SEMINARY	10	19	.T.	.F.	.F.
KINO INSTITUTE	0	0	.F.	.F.	.F.
KNOX COLLEGE	151	5	.T.	.F.	.F.
KRAUSS-McCORMICK LIBRARY	0	0	.F.	.F.	.F.
LANCASTER THEOLOGICAL SEMINARY	35	19	.T.	.F.	.F.
LEXINGTON THEOLOGICAL SEMINARY	120	15	.T.	.F.	.F.
LOUISVILLE PRESB THEO SEMINARY	0	0	.T.	.F.	.F.
LUTHER-NORTHWESTERN THEO SEM	61	70	.T.	.F.	.F.
LUTHERAN THEO SEM (GETTYSBURG)	54	43	.T.	.F.	.F.
LUTHERAN THEO SEM (PHILADEL)	517	140	.T.	.F.	.F.
LUTHERAN THEO SOUTHERN SEM	6	10	.T.	.F.	.F.
MARY IMMACULATE SEMINARY	0	0	.F.	.F.	.F.
MEMPHIS THEOLOGICAL SEMINARY	21	33	.T.	.F.	.F.
MENNONITE BRETHREN BIBL SEM	22	43	.F.	.T.	.T.
METHODIST THEOLOGICAL SCHOOL	42	127	.T.	.F.	.F.
MID-AMERICA BAPTIST THEO SEM	75	197	.T.	.F.	.F.
MORAVIAN THEOLOGICAL SEMINARY	0	0	.F.	.F.	.F.
MOUNT ANGEL SEMINARY	0	0	.F.	.F.	.F.
MOUNT SAINT MARY'S SEMINARY	622	604	.F.	.T.	.T.
MOUNT ST MARY'S SEM OF WEST	612	130	.T.	.F.	.F.
MOUNT ST. ALPHONSUS SEMINARY	0	0	.F.	.F.	.F.
McGILL UNIVERSITY	169	95	.F.	.T.	.F.
NASHOTAH HOUSE	375	175	.T.	.F.	.F.
NAZARENE THEOLOGICAL SEMINARY	139	117	.T.	.F.	.F.
NEW BRUNSWICK THEOLOGICAL SEM	58	29	.T.	.F.	.F.
NEW ORLEANS BAPTIST THEO SEM	89	102	.T.	.F.	.F.
NORTH AMERICAN BAPTIST SEM	770	205	.T.	.F.	.F.
NORTH PARK THEOLOGICAL SEM	636	0	.T.	.F.	.F.
OBLATE SCHOOL OF THEOLOGY	482	140	.T.	.F.	.F.

CIRCULATION DATA: INTERLIBRARY LOAN

INSTITUTION	ILL SENT	ILL RECEIVED	TYPE OF LIBRARY: INDEPENDENT LIBRARY	TYPE OF LIBRARY: NONINDEPENDENT LIBRARY	DATA ALL
ACADIA DIVINITY COLLEGE	0	0	.F.	.T.	.T.
ANDERSON COLLEGE	380	116	.F.	.T.	.F.
ANDOVER NEWTON THEO SCHOOL	438	87	.T.	.F.	.F.
ANDREW UNIVERSITY	0	0	.F.	.F.	.F.
ASBURY THEOLOGICAL SEMINARY	714	208	.T.	.F.	.F.
ASHLAND THEOLOGICAL SEMINARY	16	55	.T.	.F.	.F.
ASSEMBLIES OF GOD THEO SEM	187	172	.T.	.F.	.F.
ASSOCIATED MENNONITE BIBL SEM	266	97	.T.	.F.	.F.
ATLANTIC SCHOOL OF THEOLOGY	167	38	.T.	.F.	.F.
AUSTIN PRESBYTERIAN THEO SEM	15	4	.T.	.F.	.F.
BANGOR THEOLOGICAL SEMINARY	165	69	.T.	.F.	.F.
BAPTIST MISS ASSOC THEO SEM	1	35	.T.	.F.	.F.
BETHANY/NORTHERN BAPTIST SEM	960	435	.T.	.F.	.F.
BETHEL THEOLOGICAL SEMINARY	666	908	.T.	.F.	.F.
BIBLICAL THEOLOGICAL SEMINARY	38	179	.T.	.F.	.F.
BILLY GRAHAM CENTER	415	0	.T.	.F.	.F.
BOSTON UNIV SCH OF THEOLOGY	199	48	.F.	.T.	.F.
BRETHREN HISTORICAL	0	0	.F.	.F.	.F.
BRITE DIVINITY SCHOOL	661	267	.F.	.F.	.F.
CALVARY BAPTIST THEO SEMINARY	25	45	.T.	.F.	.F.
CALVIN SEMINARY	0	0	.F.	.F.	.F.
CATHOLIC THEOLOGICAL UNION	1863	381	.T.	.F.	.F.
CENTER FOR BIBLICAL STUDIES	2	200	.T.	.F.	.F.
CENTRAL BAPTIST THEO SEMINARY	115	18	.T.	.F.	.F.
CHICAGO THEOLOGICAL SEMINARY	155	47	.T.	.F.	.F.
CHRIST SEMINARY - SEMINEX	239	0	.T.	.F.	.F.
CHRIST THE KING SEMINARY	128	12	.T.	.F.	.F.
CHRISTIAN THEOLOGICAL SEMINARY	172	71	.T.	.F.	.F.
CINCINNATI BIBLE SEMINARY	0	0	.F.	.F.	.F.
CLAREMONT--SCHOOL OF THEOLOGY	177	342	.T.	.F.	.F.
COLGATE/ROCHESTER/BEXLEY HALL	174	542	.T.	.F.	.F.
COLUMBIA GRAD SCHOOL OF BIB	279	118	.T.	.F.	.F.
COLUMBIA THEOLOGICAL SEMINARY	325	126	.T.	.F.	.F.
CONCORDIA SEMINARY	187	143	.T.	.F.	.F.
CONCORDIA THEOLOGICAL SEMINARY	841	285	.T.	.F.	.F.
CONGREGATIONAL LIBRARY, THE	6	0	.T.	.F.	.F.
CONVENANT THEOLOGICAL SEMINARY	15	31	.T.	.F.	.F.
CRISWELL CENTER-BIBLICAL STUDY	0	0	.F.	.F.	.F.
DALLAS THEOLOGICAL SEMINARY	1784	2418	.T.	.F.	.F.
DAVID LIPSCOMB COLLEGE	0	0	.F.	.F.	.F.
DENVER THEOLOGICAL SEMINARY	612	227	.T.	.F.	.F.
DOMINICAN COLLEGE	40	6	.T.	.F.	.F.
DREW UNIVERSITY	2820	1587	.F.	.T.	.T.
DUKE UNIVERSITY DIVINITY SCH	0	0	.F.	.T.	.F.
EASTERN BAPTIST THEO SEMINARY	468	50	.T.	.F.	.F.
EASTERN MENNONITE COLLEGE	322	236	.F.	.T.	.T.
EDEN THEOLOGICAL SEMINARY	797	375	.F.	.T.	.F.
EMMANUEL SCHOOL OF RELIGION	179	147	.T.	.F.	.F.

CIRCULATION DATA: INTERLIBRARY LOAN

INSTITUTION	ILL SENT	ILL RECEIVED	TYPE OF LIBRARY: INDEPENDENT LIBRARY	TYPE OF LIBRARY: NONINDEPENDENT LIBRARY	DATA ALL
ONTARIO THEOLOGICAL SEMINARY	2	6	.T.	.F.	.F.
ORAL ROBERTS UNIVERSITY	614	23	.F.	.T.	.F.
PERKINS SCHOOL OF THEOLOGY	1083	126	.F.	.T.	.F.
PHILLIPS UNIV GRADUATE SEM	824	160	.T.	.F.	.F.
PITTSBURGH THEOLOGICAL SEM	519	60	.T.	.F.	.F.
PONTIFICAL COLLEGE JOSEPHINUM	44	46	.T.	.F.	.F.
POPE JOHN XXIII NATIONAL SEM	4	2	.T.	.F.	.F.
PRINCETON THEOLOGICAL SEMINARY	0	0	.F.	.F.	.F.
REFORMED PRESBYTERIAN THEO SEM	62	32	.T.	.F.	.F.
REFORMED THEOLOGICAL SEMINARY	212	109	.T.	.F.	.F.
REGENT COLLEGE	0	0	.F.	.F.	.F.
SAINT CHARLES SEMINARY	417	12	.F.	.T.	.T.
SAINT FRANCIS SEMINARY	5	5	.T.	.F.	.F.
SAINT JOHN'S COLLEGE-CANADA	36	0	.F.	.T.	.F.
SAINT JOHN'S PROVINCIAL SEM	5	73	.T.	.F.	.F.
SAINT JOHN'S SEMINARY--CA	15	12	.T.	.F.	.T.
SAINT JOHN'S SEMINARY--MA	62	0	.T.	.F.	.F.
SAINT JOHN'S UNIVERSITY	1291	2234	.F.	.T.	.T.
SAINT JOSEPH'S SEMINARY	7	0	.T.	.F.	.F.
SAINT LOUIS UNIVERSITY	187	0	.F.	.T.	.F.
SAINT MARY OF THE LAKE SEM	257	86	.F.	.T.	.F.
SAINT MARY'S COLLEGE	37	21	.F.	.T.	.T.
SAINT MARY'S SEMINARY--OH	18	5	.T.	.F.	.F.
SAINT MARYS SEM-UNIV SCH THEO	0	0	.F.	.F.	.F.
SAINT MEINRAD SCHOOL OF THEO	488	136	.F.	.T.	.T.
SAINT MICHAEL'S COLLEGE	0	0	.F.	.F.	.F.
SAINT PATRICK'S SEMINARY	190	45	.T.	.F.	.F.
SAINT PAUL SCHOOL OF THEOLOGY	10	5	.T.	.F.	.F.
SAINT PAUL SEMINARY	1333	0	.T.	.F.	.F.
SAINT PETER'S SEMINARY	2	5	.T.	.F.	.F.
SAINT THOMAS UNIVERSITY	1	6	.T.	.F.	.F.
SAINT VINCENT de PAUL REG SEM	9	26	.T.	.F.	.F.
SCARRITT COLLEGE	5	8	.T.	.F.	.F.
SEMINARIO EVANGELICO de PUERTO	5	3	.T.	.F.	.F.
SOUTHEASTERN BAPTIST THEO SEM	523	251	.T.	.F.	.F.
SOUTHERN BAPTIST THEO SEMINARY	2135	861	.T.	.F.	.F.
SOUTHWESTERN BAPTIST THEO SEM	2125	383	.T.	.F.	.F.
THE UNITED LIBRARY	220	82	.T.	.F.	.F.
TRINITY COL FACULTY OF DIV	41	2	.F.	.T.	.F.
TRINITY EPISCOPAL SCH/MINISTRY	5	21	.T.	.F.	.F.
TRINITY EVANGEL DIVINITY SCH	1085	662	.T.	.F.	.F.
TRINITY LUTHERAN SEMINARY	259	65	.T.	.F.	.F.
UNION THEOLOGICAL SEMINARY-NY	600	92	.T.	.F.	.F.
UNION THEOLOGICAL SEMINARY-VA	537	304	.T.	.F.	.F.
UNITED METHODIST PUBL HOUSE	0	0	.F.	.F.	.F.
UNITED THEO SEM OF TWIN CITIES	471	164	.T.	.F.	.F.
UNITED THEOLOGICAL SEMINARY	450	294	.T.	.F.	.F.
UNIV OF DUBUQUE THEO SEMINARY	497	215	.T.	.T.	.F.

CIRCULATION DATA: INTERLIBRARY LOAN

INSTITUTION	ILL SENT	ILL RECEIVED	TYPE OF LIBRARY: INDEPENDENT LIBRARY	TYPE OF LIBRARY: NONINDEPENDENT LIBRARY	DATA ALL
UNIV OF THE SOUTH SCH OF THEO	0	0	.F.	.F.	.F.
VANCOUVER SCHOOL OF THEOLOGY	98	2	.T.	.F.	.F.
VANDERBILT UNIV DIVINITY SCH	1047	240	.F.	.T.	.F.
VICTORIA UNIVERSITY	96	0	.F.	.T.	.F.
VIRGINIA THEOLOGICAL SEMINARY	55	23	.T.	.F.	.F.
WASHINGTON THEOLOGICAL UNION	0	0	.F.	.F.	.F.
WESLEY THEOLOGICAL SEMINARY	320	40	.T.	.F.	.T.
WESTERN CONSERVATIVE BAPT SEM	462	726	.T.	.F.	.F.
WESTERN EVANGELICAL SEMINARY	400	35	.T.	.F.	.F.
WESTERN THEOLOGICAL SEMINARY	185	108	.T.	.F.	.F.
WESTMINSTER THEO SEMINARY--CA	24	175	.T.	.F.	.F.
WESTMINSTER THEO SEMINARY--PA	466	475	.T.	.F.	.F.
WESTON SCHOOL OF THEOLOGY	0	0	.F.	.F.	.F.
WHITEFRIARS HALL	0	0	.F.	.F.	.F.
WILFRID LAURIER UNIVERSITY	1489	1343	.F.	.T.	.T.
WINEBRENNER THEOLOGICAL SEM	53	82	.T.	.F.	.F.
WYCLIFFE COLLEGE	18	0	.T.	.F.	.F.
YALE UNIVERSITY DIVINITY SCH	364	44	.F.	.T.	.F.

STANDING COMMITTEES

Report of the Bibliographic Systems Committee

Current LC Subject Heading List in the Field of Religion. Elizabeth Flynn compiles this list for the committee and Thomas Gilbert distributes it. Several subscribers dropped when requested to renew for the new volume. We now have 121 subscriptions. Volume 3 No. 1-2 for Sept.-Dec. 1985 was mailed in February. The computer produced labels used for billing and mailing were acceptable to our subscribers. There was little resistance to the increase in price to $10 even with the combined first issue of the headings. We will distribute V. 3 No. 3 before the annual meeting. The Library of Congress will begin distributing their Subject Headings database on machine readable tape in June. It is possible that the utilities will make these tapes available on-line just as they do for the LC Name Authority tapes. This would make our publication obsolete to those who are members of networks. There have been other recent changes in the distribution of LC Subject Headings which may lead the committee to discontinue this publication after the present volume. This will be discussed at the June meeting.

The PEOPLENET Directory. Clifford Wunderlich is creating a revised PEOPLENET Directory which will be based on the new questionnaire he sent out in April of this year. He will compile and distribute the revised directory at the annual conference in June.

A List of Union Lists of Serials. John Muether has had few responses in his effort to compile a list of Union Lists of Serials for theological library consortia. He will announce the titles on the short list he has at the conference.

American Library Association. Committee on Cataloging: Description and Access. Joyce Farris continues to represent ATLA on this important committee. She will be attending the summer session at ALA in New York City this June. She reported on the work of the committee during the winter meeting in the February edition of the ATLA *Newsletter*, will continue to report on its work in the *Newsletter*, and will highlight its work and take questions at the section meeting in June.

Classification Practice of ATLA Libraries. In order to perceive where we have been and where we are headed in the field of classification and cataloging, a questionnaire was sent out by the chair in May requesting responses in areas such as past and present classification schemes, retrospective conversion, local catalog automation, and the local collection of machine readable records. The chair will discuss the results of this questionnaire at the June meeting.

LIBRARYNET Directory. We have not been able to make much progress as yet on the LIBRARYNET Directory. The committee will discuss this project again at the June meeting. It is possible that some of the data collected by the classification practice questionnaire described above could be included in such a directory.

John Muether
Melinda Reagor
Cliff Wunderlich
Joyce Farris
Thomas F. Gilbert, Chair
James Overbeck, Board Liaison

Report of the Collection Evaluation and Development Committee

During 1985/86, the focus of the Collection Evaluation and Development Committee has been on the establishment and encouragement of the Ad Hoc Committee on the North American Theological Collections Inventory (a meeting of which was financially supported by the committee's funds for this year) and the development of a program for the 1986 section meeting to provide practical assistance for those involved in the production of written collection policy statements. At the same time, James Pakala has continued his work on the preparation of a section directory to publish information collected last year in a questionnaire survey of the membership.

That the work of the ad hoc committee has progressed rapidly will be evident from their initiation of the continuing education option at the 1986 annual meeting, "Using the ARL Conspectus for Collection Analysis." The committee is hopeful that efforts to secure Lilly Foundation or other funding for the collection and analysis of NATI data are also proving successful, and we stand ready to assist at any point, should the ad hoc committee or the board think it useful. While the Collection Evaluation and Development Committee identifies with and takes pride in the achievement of this important project, launched at the 1985 section meeting, a detailed account of its progress will have to come from the ad hoc committee itself.

In planning the 1986 section meeting, the committee has attempted to respond to the need voiced by several members last year for guidance in their efforts to produce written collection development policies. As a first step toward this goal, the chair contacted section members who had confirmed their use of some form of written collection development policy in their responses to last year's questionnaire survey and asked them to supply copies of their policies for use in planning the 1986 meeting program. Eighteen policy statements were received, and these will be contributed to the ATLA Clearinghouse, thereby increasing its holdings by about 400%! (The ATLA collection still lacks most of the policies that, surely, exist for libraries which were not represented in responses to the section survey.)

Three members of the section who submitted policies have agreed to participate in a panel discussion at the section meeting on June 17th: the topic will be "Effective Collection Management

Policies", with specific discussion of the documents submitted by Bruce Eldevik, David Wartluft, and Caroline Whipple.

Pre-eminent among the articulated responsibilities of the Collection Evaluation and Development Committee since its formation in 1979 has been the establishment of a systematic means for analyzing, documenting, and coordinating the development of material resources in North American theological libraries. In that vein, the _Project 2000 Final Report_ urged that "a research and planning project to prepare a theological library collection profile is now essential for subsequent resource development and coordination." Now that tangible form has been given to this proposal, it must remain the paramount responsibility of the committee to promote the comprehensive and informed participation of member libraries that will be required if the project is to fulfill the hopes of the association.

Roger Loyd
James Pakala
Linda Corman, Chair

Report of the Program Committee

In the fall the evaluation forms returned at the 1985 conference in Madison, New Jersey, were reviewed carefully. The comments were generally favorable, but a number of helpful criticisms were noted and appropriate changes were made in the upcoming programs in response.

Committee members agreed on the general structure of the 1986 conference during a meeting at Drew University after the 1985 conference. During the fall a number of speakers and participants were contacted and a tentative program was presented to the Board when it met at Nazarene Theological Seminary in January, 1986. The remainder of the program was completed in the spring and work on the 1987 program begun.

The pace of the 1986 conference will be more leisurely with longer lunch hours and a shorter pre-conference continuing education program. It is hoped that the availability of unscheduled time will facilitate informal sharing and interaction.

As has been true throughout the committee's history, the members worked very well together this year. Cecil White has been a very helpful addition to the committee during his first year. Mary Bischoff is resigning from the committee one year early to avoid the double bind of serving on the Program Committee and hosting the conference in the same year. Her fresh ideas and organizing ability will be missed. Michael Boddy will be rotating off of the committee after four years. This committee assignment provides wonderful opportunities for extensive involvement in the association. While membership is time consuming, it is very rewarding.

Mary R. Bischoff
Cecil R. White
Michael P. Boddy, Chair

Report of the Publication Committee

Proceedings. Betty O'Brien, editor, had the *Proceedings* distributed in January 1986. The adoption of more realistic guidelines for program contributors, the cooperation of the contributors, and the use of the Abbey Press helped in the achievement of this goal.

ATLA Scarecrow Press Series. Kenneth Rowe, editor, reported that Monograph Series title No. 22, *A Claim to New Roles: Presbyterian Women in the Ante-Bellum Period*, by Page Putnam Miller was published this year. Another title is in production and 12 other titles are in various stages of review. Two titles have been published this year in the Bibliography Series, namely: No. 13, *Rabindranath Tagore: A Bibliography*, by Kathy Henn with a foreword by Frank Podgorski; and No. 15, *Protestant Theological Education in America: A Bibliography*, by Heather F. Day. Two titles are in production and 39 titles are in preparation.

ATLA Basic Bibliographies in Religious Studies. Betty O'Brien, editor, stated that 3 bibliographies have been completed and 5 others are nearing completion. We are pleased that they will be published by Westminster Press which, in agreement with the committee, would like to publish four bibliographies at a time.

Grants Program. The committee awarded $500 to Susanne Johnson, Assistant Professor of Christian Education, Perkins School of Theology, for work on *Spirituality, Formation and Direction: A Bibliography*. Kirk Moll, Reference Assistant, Burke Library, Union Theological Seminary in New York, and a member of ATLA, was also awarded $500 for the preparation of *An Annotated Checklist of Resources for the Study of the New Testament*. It was agreed to encourage other ATLA members to apply for these grants.

Cynthia G. Runyon, Grant Officer
Norma S. Goertzen, Secretary
Ellis E. O'Neal, Jr., Chair
Betty A. O'Brien, ex-officio
Kenneth E. Rowe, ex-officio

Report of the Reader Services Committee

The year of 1985/86 found the activities of the Reader Services Committee focused in three primary areas. The first of these had to do with planning what looks to be an informative program for the Reader Services Section meeting at this year's annual conference. To that end, we have secured a guest speaker, Dr. Parker Rossman, who will speak to the section on "Computers and Religious Research." We hope that this timely topic will aid in generating interest and activity among RSS members.

The second arena of endeavor concerned the subcommittee on Philosophy and Goals of the Reader Services Section. A new draft of the subcommittee's document has been completed. Even though we received a list of the section members, we decided not to put this Statement on Philosophy and Goals to mail vote, but opted to schedule this vote for business meeting of the section this June.

Finally, through the work of Diane Choquette, it was agreed that the North American Collection Inventory work of the ATLA would be done through the Reader Services Section. Diane is proceeding with this project and will report to the section in June.

In addition to these three areas of activity, the committee continues its on-going projects. These projects include the distribution of Library Instruction materials on demand from the files at Iliff Seminary and the compilation of a special collections directory.

John Dickason rotates off the committee this coming summer.

This year there has been lively and frequent communication among the members of the Reader Services Committee. We believe we are on the road to providing important services to the activity of ATLA.

Diane Choquette
John Dickason
Christine Wenderoth, Chair
Rosalyn Lewis, Board Liaison

OTHER COMMITTEES AND REPRESENTATIVES

Report of the Editor of the Proceedings

The annual report of the editor of the *Proceedings* is the 1985 *Proceedings* as published and distributed in January 1986.

I would like to take this opportunity to thank each person who submitted material for the volume. Especially, I would like to thank the executive secretary and his staff for making the *Proceedings* a priority item in a busy schedule. Cooperation from both the contributers and the executive secretary made the January completion possible.

Work on the 1986 *Proceedings* has already begun and we anticipate a production schedule similar to last year. I encourage everyone to check the 1985 membership directory and report any errors of names, titles, addresses, or phone numbers to the Office of the Executive Secretary so corrections can be made in the 1986 volume. Suggestions of ways to improve the usefulness of the *Proceedings* are always welcome.

Betty A. O'Brien

Report of the ATLA Representative to the Council of National Library and Information Associations

The Council of National Library and Information Associations meetings were held on November 8, 1985 and on May 2, 1986, at the 60 East Club in New York City.

1. The Ad Hoc Committee on Copyright continues to monitor copyright and is noting any forthcoming changes given a new Register of Copyright.

2. The response of executive directors of member associations with regard to the usefulness of their attending CNLIA meetings regularly indicated no particular sentiment toward change from current representation, nor change in meeting location.

3. Input of CNLIA to the White House Conference on Library Information Services (1989) task force was discussed. Recommendations may be made on the selection of delegates and the preliminary design for scope of conference and financial needs through the International Federation of Library Associations and Institutions. A letter expressing concerns by CNLIA about the interests of documentation and archives has been sent to the National Commision on Libraries and Information Science, which advised the Congress and President on information policy. CNLIA will continue to send observers to NCLIS.

4. A motion was adopted that the Board of CNLIA formulate plans for approval by the associations members to set up a committee that could work with SLA and ALA in representing the Library Community in matters of legislation in Washington.

5. The Executive Board is looking into possibilities for CNLIA meetings during ALA meetings in order to increase awareness of executives of associations about the existence of the Council. A letter has been sent to member associations with a brochure.

6. It was reported that Z39 has now received tax exempt status. It applied to become a member of ANSI as an independent organization. CNLIA was the main contributor to Z39.

7. CNLIA input for the Bowker Annual resulted in an emphasis on archives in its next issue.

8. The Library Binding Institute reported that its report on the new standard of library binding has now been published.

9. A representation on "Access to Information" indicated that based on a survey, 1981-1984, there is "less access to less information by and about the Government." It appears that libraries are a lonely voice against a very powerful lobby in Washington, D.C. that supports this trend. "Professional Development--Association Responsibilities" was presented from the perspectives of large and small associations.

Paul A. Byrnes

Report of the National Information Standards Organization (Z39)

In March 1986, NISO had 58 voting (paying) members including, besides ATLA, other library associations (ALA, Association of Jewish Libraries, Special Library Association), library networks (OCLC, OHIONET, ARL), libraries (LC, NAL, NLM), and other organizations such as the H.W. Wilson Co., EBSCONET, the Association of American Publishers, the United States Department of Defense, and Waldenbooks.

Members vote on standards prepared by over 20 committees. A committee's task of drafting a standard and getting it approved can take several years. Committees are preparing for:

- The description of data elements used in describing software products
- The organization, preparation, and production of scientific and technical reports
- The identification, by a code of numbers and letters, of articles in a serial issue
- The identification of the language of a machine readable record by a code
- The description of a common command language (e.g. HELP, PRINT, DELETE, SCAN)

Once a standard is accepted, it is reviewed every five years. If it receives the support of the membership, the standard is extended for another five years.

When a committee has finished its first draft, the standard is mailed to the members for comment. When comments have been returned and synthesized into the rewritten draft, the standard is again circulated for voting.

At the annual meeting members engage in a "future planning" process: standards that need to be developed are presented together with any developmental work that may already have been done by other organizations; volunteers are sought for new committees. Perhaps ATLA should join in the process of drafting standards. I would be willing to serve on a committee if ATLA thought it worthwhile. Any member of our organization can serve on a committee.

The *Newsletter* will be used to inform you of standards awaiting approval as well as the committees that are looking for volunteers.

I am sure the association joins me in thanking Warren Kissinger for his service in our name for many years on NISO.

Raymond Vandegrift, O.P.

Report of the Tellers Committee

The tellers met at the James P. Boyce Centennial Library in Louisville, Kentucky, on June 4, 1986, between 11:20 a.m. and 12:30 p.m. The ballots were opened, counted, and double checked by the committee for accuracy. We herewith make our report.

Ballots cast	300
Defective ballots	1
Valid ballots	299

These persons were elected.

Vice-President	Rosalyn Lewis
Treasurer	Robert Olsen, Jr.
Board of Directors Class A	Diane Choquette
Board of Directors Class A	Leslie R. Galbraith
Index Board	
Class A	Norman J. Kansfield
Class B	Robert C. Dvorak
Preservation Board	
Class A	John A. Bollier
Class B	Tamara Swora

Nancy M. Groover
Tana K. Hoffman
Melody Mazuk, Chair

Report of the Resolutions Committee

Whereas the use of the word "whereas" is offensive to God and overworked by resolutions committees, be it resolved that this year's resolutions committee calls on the ATLA membership to join us in celebrating this conference by responding to each statement with the words of the country song, "IT WAS GOOD WHILE IT LASTED, BUT IT'S GONE."

For the warm hospitality and careful planning of our Kansas City hosts, for the superb work of the Program Committee, and for the strong leadership given by President Myers and all of our officers, let us join to give thanks. IT WAS GOOD WHILE IT LASTED, BUT IT'S GONE.

For the planners, leaders, and participants in continuing education workshops, giving themselves to important concerns we have put off facing for too long, let us join to give thanks. IT WAS GOOD WHILE IT LASTED, BUT IT'S GONE.

For the stimulating and provocative ideas provided by the major addresses by Robert Lynn and Michael Gorman, let us give thanks. IT WAS GOOD WHILE IT LASTED, BUT IT'S GONE.

For the contribution of the workshops and the workshop leaders to our continued learning in theological librarianship, let us give thanks. IT WAS GOOD WHILE IT LASTED, BUT IT'S GONE.

For the work and programs of the sections, especially that of the members of the committees, in giving each of us a place to make a difference, let us give thanks. IT WAS GOOD WHILE IT LASTED, BUT IT'S GONE.

For all who prepared and presented papers, for all who struggled against weather and humanity to bring order out of our chaos, for all of our colleagues near and far, let us give thanks. IT WAS GOOD WHILE IT LASTED, BUT IT'S GONE.

For the hope of good service in the coming year, for the prospect of our gathering in cool California next summer, and for travelling mercies, let us give thanks together. IT WAS GOOD WHILE IT LASTED, BUT IT'S GONE.

Christine Wenderoth
Richard Berg
Roger Loyd, Chair

ADDRESSES AND PAPERS

Acquisitions and the African Project at the Pitts Theology Library A Reflection

by
Channing R. Jeschke
Emory University

The primary function of the Pitts Theology Library at Emory is to support the academic programs of the Candler School of Theology and to assist the faculty members in their research projects. The library is successful in these tasks to the degree that it is responsive to what goes on in the classroom, in the chapel, in the faculty study, and in the church at large. This is the historic, time-honored function of all research libraries; namely, to serve the immediate needs of the members of the parent institution. But this is a far more complex undertaking than it may appear in the stating.

Western culture has placed upon its research libraries the unique responsibility for preserving the literary remains of humankind. This responsibility, for the specific fields of religion and theology, the Pitts Library shares with all other theological libraries, denominational archives, and missionary society collections. While the structures do not presently exist to initiate and maintain a cooperative and coordinated program of collection development among theological libraries, every graduate theological research library contains some pockets of strength, which when viewed in the larger context constitute substantial contributions to the total resources available to all. These pockets of strength or special collections, must be identified and recognized as national resources, and local commitments must be forthcoming to endeavor to build on the strengths of these collections already in place.

Over the past decade, four collections at the Pitts Library have been identified as having the potential of becoming national resources for scholarly research. It is to one of these collections that I wish to call special attention this morning. I am referring here to our African project.

As librarians, we are responsible not only for building collections that document where we have been and now are as a people, but we must anticipate the emerging needs of the scholarly community in the future. Visualizing the future and then acting on it, is an uncertain enterprise at best. Whatever our decision, we are open to second guessing by our faculty colleagues, who may hold alternative views of the future direction of theological research. At a minimum, we may be guilty of diverting some scare funds from supporting present curricular offerings to developing new resource materials in an area having only marginal interest for the parent institution. For these reasons, I have been reluctant to formulate a program of acquisitions for Third World materials, and to commit personnel and funds for its development.

The first stirrings in this area grew out of conversations I had with Professor Harold W. Turner almost fifteen years ago. Harold was a visiting professor of World Religions in the second year of a two year appointment. He had been born in New Zealand, had received his education there and in Great Britain, had taught in Africa on two separate occasions, and was engaged to return to Great Britain the following September to establish a Centre for the Study of New Religious Movements in Primal Societies. Harold was a single-minded scholar and churchman, passionately committed to his work. I was new to Candler and just becoming acquainted with the materials being received by the library. One periodical in particular aroused my interests. It was the official publication of the Annual Conference of the United Methodist Church in Rhodesia, titled, Umbowo. In its beginnings in 1918, Umbowo had served as the principle means for communicating news from the mission field to American Methodists. In 1971, Umbowo was a monthly tabloid, featuring pictures, cartoons, and news articles covering current political events in Rhodesia, as Zimbabwe was then called, as well as news of the Christian churches. It was written by African Methodists for Africans. It was deeply involved in the struggles of Black Rhodesians against White, minority rule. Reading the stories and viewing the biting political cartoons, I had the feeling of looking over the shoulders of the persons locked in this bitter struggle. It was like eavesdropping on a private conversation, and I was the outsider. The Rhodesian Front Party under Ian Smith had already unilaterally declared Rhodesia's independence from Great Britain (1965); guerrilla warfare was in its sixth year; and majority rule was still nine years away.

One morning after I had scanned the pages of the latest issue, I went to Harold's office and handed him the tabloid. He looked at it in silence for a time, and then related to me an earlier experience he had had while teaching in Africa. He had requested that the librarian subscribe to 35 or 40 religious periodicals published broadly across the continent of Africa. The librarian did. And Harold remarked that if one simply scanned these periodicals over a period of several months, movements would begin to be observed sweeping this way and that across the continent. This was powerful journalism, for the reporters were also actors in the events, and the stakes were high.

The voice of the Third World was rarely heard in the First World in 1971. I suspected that the historic missionary collections which had been gathered in the United Stated had, understandably, emphasized the work and publications of American and European churches and mission societies in the Third World, rather than the publications of Third World Christians about themselves. I was persuaded that the time had surely past when a theological library in the West could gather with impunity only materials written by First World Christians about Third World Christianity. The publications of the emerging majority of non-Western and non-white Christians must be sought out and gathered with the same attention and seriousness theological librarians have been giving to acquire the fruits of Western thought and life.

But, in 1971, our basic needs appeared too great, and our human and financial resources too limited to act on our convictions. Our library collections numbered less than 90,000 volumes. We had outgrown our facilities, and even more significantly, the academic programs of the School of Theology had outgrown its library.

What we did not know then was that Candler's library was on the threshold of a period of remarkable growth that would propel it to a position of parity with the older, university related theological libraries in the United States and Canada. These new developments required that we make a reassessment of the kind of library we had become and to set new directions for the library's continued development in the decade ahead.

The identification of three areas as having the potential of becoming national resources for scholarly research emerged early in our thinking and, after a decade, now seem self-evident and inevitable. The first collection to be identified for intensive cultivations was our Wesleyana Collection, the origin of which goes back to Bishop Candler and his collecting activities, pre-dating the founding of the Candler School of Theology in 1914. Our attempts have been not only to fill in the gaps within the collection, but to use it as the core for developing a range of resource materials that would allow the user to investigate English religious thought and institutions, in their full richness and variety, from the Age of the Stuarts through the 19th century. The religious alternative that Wesley offered his contemporaries must be fully represented as well as the heritage of the Anglican communion in which he was nurtured and the contemporary witness of the Non-Conformist churches with which he differed. The second and third areas to be identified were the direct consequence of our acquisition of the book collections of the Hartford Seminary Foundation in 1975. These areas included early Reformation imprints focused around the writings of Martin Luther, his friends, and his opponents and theological dissertations written largely between 1650 and 1750 at northern European universities. The former materials reflect the genesis of the debates that finally divided the Western Church and the latter materials are both the products and the first scholarly fruits of theological education, reflecting the emergence of Pietism as well as the ultra-conservative Lutheran and Reformed positions.

Over the years, we have come to know several of the antiquarian and secondhand book dealers who specialize in these fields, and have advised them of our collecting interests. A number of these persons have become our valued colleagues and friends, rendering service far beyond the measure of our business. The progress of these collections has been charted in the margins of the standard bibliographic tools and special sources of funding have been identified and cultivated to underwrite a substantial portion of the costs. In these three areas, we have followed the standard library procedures for developing special collections and they have proven once more to be effective. But this was not to be our experience for the African project.

In 1975, Franz-Josef Eilers and Wilhelm Herzog published a bibliography, titled, Catholic Press Directory, Africa/Asia (Munchen, Paderborn, Wien, Verlag Ferdinand Schoningh). They wrote in their "Introduction" the following:

> Since Gutenberg invented modern printing, christian missionaries were among the first to introduce the new method in African and Asian countries. In most places, they published the early periodicals, especially in the vernacular, some of which have played an important part in the country's struggle for independence.
>
> This listing of catholic periodicals in Africa and Asia is a first attempt in this field, where to

this day, there is still no known comprehensive work done.

There are almost no special studies, or listings of catholic periodicals published in the continents and countries covered except India, and to some extent, East Africa. It would be very useful indeed if studies, -possibly ecumenical- could be done in order to project a clearer picture of the situation. Only this can be a basis for a better planning and coordinated efforts for the future. (pp. 7-8)

May I insert a parenthetical statement at this point. The reference here to "East Africa" is probably a reference to the bibliography published annually by the University of West Virginia Library between 1965 and 1974, titled, _Periodicals in Eastern African Libraries: A Union List_, and to L.C.'s _Accessions Lists: Eastern Africa_, which originates from its Nairobi office. Both of these bibliographies are only marginally helpful for information concerning mission and church related publications. The appearance of this directory and the words of its compilers, served as a strong reminder to me of my conversation with Harold Turner four years earlier. I resolved then to personally undertake such a study for Africa.

Eilers and Herzog had compiled a preliminary list of periodicals using the data available "from the archives of the UCIP General Secretariate in Paris; Institute of Journalism, University of Fribourg in Switzerland; and Catholic Media Council in Aachen (Germany)" (p. 7). On the basis of this preliminary list, they created a questionnaire and sent it out to persons employed in Catholic mass media programs in Africa and Asia. With the information that they gathered from the responses to their questionnaire, they constructed the bibliography. They listed 144 Catholic periodicals being published in 31 African countries, with some information offered for 55 Protestant publications. While Catholic periodical literature was the focus of their study, Eilers and Herzog were interested in identifying the full range of Catholic mass media present in the countries that they surved. Communications and mass media specialists were the users they had in mind, not missiologists and librarians.

I reviewed the available bibliographies to determine what was currently being acquired from Africa by research libraries in the United States. I scanned the pages of the _Joint Acquisitions List of Africana_ (compiled by the Melville J. Herskovits Library of

African Studies at Northwestern University Library), which, since 1962, had listed the publications received by the major African study centers in the United States. Public affairs, economics, linguistics, history, and literature were the materials that were most frequently listed. Church and mission publications were not central to their interests. In a similar manner, I worked through the serials lists of several African countries and/or regions of Africa, New Serials Titles, as well as all the union lists of serials compiled by various groups of theological libraries in the United States and Canada. On the assumption that the scholar publishing in the field knows best the literature currently available, I worked through scores of monographs and seven key African journals, noting footnotes and bibliographies. From these sources, I was able to gather a preliminary list of 350 titles of church related and mission periodicals currently being published in Africa.

On the basis of this preliminary search, I concluded that these materials did indeed constitute a neglected area of collection development. Therefore, I set for myself the task of preparing a comprehensive bibliography of these materials for publication, and secondarily, to focus the interest in Third World materials at the Pitts Library on acquiring materials from Africa. Atlanta seemed to be a good location for this. The presence of Atlanta University Center made us hopeful that some joint efforts between our institutions could be devised. The older African missionary literature was well represented in the materials we had received from Hartford. A member of our faculty, James F. Hopewell, had extensive teaching experience in Africa and offered a course on "Modern Literary Interpretations of African Religions."

A sabbatical leave for two periods of three months during the summers of 1978 and 1979, provided the time and occasion to move this project along in a substantial way. With the support of an ATS Library Staff Development grant, my wife and I spent a total of five months in Europe, using Oxford as our base for six weeks each summer. The Rhodes House Library, an integral unit of the Bodleian Library, was central to my research since it specializes in the history and current affairs of sub-Saharan African. There I worked through the issues of the national bibliographies for 10 African countries (namely, Botswana, Ghana, Ivory Coast, Madagascar, Malawi, Nigeria, Swaziland, Tanzania, Zambia, and Rhodesia-Zimbabwe). The acquisition lists for several African university libraries and specialized periodical lists were also available to me. These sources at the Rhodes Library were supplemented by the resources at the library of the Institute for Asian and African Studies at the University of London. There I was able to consult the national bibliographies of Gambia, Senegal, and Zaire. Other listings for academic libraries and national archives for institutions in Ethiopia, Mauritius, and Sierra Leone were examined. While at Oxford, we made visits to review the holdings at the Selly Oak Colleges Library in Birmingham, a center for international and mission studies, and in London, to the libraries of the Royal Commonwealth Society and the United Society for the Propagation of the Gospel.

It was at our visit to the offices of the World Association for Christian Communication in London that I first learned of the plans to revise Eilers and Herzog directory for Africa and Asia. One year earlier, the WACC and the Lutheran World Federation had joined with the Catholic Media Council in a plan to expand the directory to include all Christian mass media operations on both continents. The information would be gathered under the direction of Wasil A. Muller at the Catholic Media Council in Aachen. The format of the earlier publication was to remain unchanged as well as the manner in which the information was to be gathered; namely, a questionnaire distributed by mail. No bibliographic search was being planned nor would they attempt to confirm the information received by an examination of the materials cited. The directory was intended for the use of communications and mass media specialists interested in the churches of Africa and Asia. These plans I later confirmed in a conversation with Mr. Muller in Aachen and my hopes for arranging a cooperative project with the Catholic Media Council that would include the needs of missiologists and librarians were disappointed.

The revised edition was published under the title, Christian Communication Directory Africa (Paderborn, Munchen, Wien, Zurich, Schoningh), and appeared in 1980. It listed 384 mission and church-related periodicals from 45 African countries. In his "Introduction," Eilers wrote: "While collecting information we found that only 31% of people or institutions contacted answered our requests with an offer of help in providing materials" (p. 8).

After our six weeks in Oxford the first summer, we moved on to the University of Aberdeen for two weeks, and there renewed our friendship with Harold Turner. We had the opportunity to visit with the members of the Department of Religious Studies, especially Andrew Walls, its chairman, and examine the materials that they had gathered. This was a remarkable department for its commitment to the study of Third World Christianity, or as they preferred to call it, "Christianity in the non-Christian world." In 1978, every member of this department had had extensive teaching experience in Africa and/or Asia, and their graduate students reflected this international diversity and commitment.

We made two trips to the Continent, one each summer for a total of six weeks. On these occasions, I visited a number of missionary centers and university libraries, examined their resources and reviewed our project with them. The most important visits were to the Interuniversity Institute for Missiology and Ecumenics at the University of Leiden, the Mission Academy affiliated with the University of Hamburg, the Documentation Centre of the O.P.M. in Paris, and the World Council of Churches in Geneva.

Returning home from these two summers abroad, I was less certain about the direction our African project should take than when I started. While I knew when I began my sabbatical that the major missionary collections gathered in the United States had emphasized the work and publications of Western churches in Africa, I was not prepared to find that the same situation had also prevailed in Europe and was reflected in their current acquisition policies. Each of the centers we visited received some African literature, but not one of them made a conscious, systematic effort to be comprehensive even in a restricted way; namely, for a specific region or a particular ecclesiastical tradition. Each center was convinced that it was doing all that it could "under the circumstances," and this was no doubt true. Each of these centers lacked adequate staffing and funding to fulfil its tasks. But it was also true that current African religious imprints were generally wanting in all Western research libraries.

Given my experiences to this point, a better way to proceed seemed to be to place our full attention and energies on developing an African resource center at the Pitts Library. Here, the primary church documents and periodical literature published in Africa could be gathered in a comprehensive fashion and made available to all persons who wished to consult it. Here, students preparing for ministry and missiologists, lay Christians, and missionaries on furlough could study and share in the life, thinking, and witness of their sisters and brothers in the African churches. Secondarily, a listing of these materials could be prepared at a later date for publication when the collection size would seem to warrant such treatment. The bibliography prepared in this manner would be drawn from what we had seen and handled, and would list our holdings for each title.

I soon learned that the library could not expect assistance in this project from the commercial library agents that we all depend upon for acquiring materials from the Continent. With liberation, they found that they could no longer make a profit doing business as usual in Africa, so they had withdrawn. An African distribution system for print materials had not as yet appeared to fill this need.

We have had to improvise. This has largely taken the form of sending letters to every person and ecclesiastical organization whose address we have been able to obtain, beginning with the information I had gathered while on leave. We created a "generic letter of solicitation," composed of four paragraphs, which could be modified by the acquisition department to fit the persons being addressed. The first paragraph introduced the author of the letter, the second identified our perceived need for an African Christian resource center in America, the third stated our commitment to developing this center, and the last paragraph requested their assistance. English and French versions of the letter were used. We literally sent hundreds of letters to administrators of theological colleges and study centers, to the Anglican bishops of all eighty-three African dioceses, to Catholic bishops, to Methodist church bodies, and to those individual missionaries someone happened to know. We sent letters to the twenty-five national councils of churches in Africa requesting that the library be placed on their mailing list and that we be sent a list of their member churches and addresses. Letters were then sent to these churches.

Correspondence by mail is a product of the Western bureaucratic mindset. If we delay responding to a letter for too long, our guilt mechanism comes into play, and we respond, whether we have a personal interest at stake or not. The typical African does not suffer from this Western compulsion. Among those who have responded, most have been pleased that we wish to include their publication in our center. Others needed further assurance of our seriousness. A Mill Hill Father wrote:

> I am afraid that I have to disappoint you. The Jinja Diocesan Newsletter appears only in Luganda. It is an internal magazine meant for Catholic Christians in this Diocese, here in Uganda (letter of January 9, 1982 from Fr. Peter Kok).

In my response, I asked the good Father to reconsider his decision. I wrote:

> As a librarian, I am daily coming into contact with literature written in languages unfamiliar to me. Fortunately, scholars in specific fields have overcome these barriers and are able to move about within their disciplines. The library is presently receiving 151 religious periodicals from 34 African countries, and a substantial number of these titles are written in local languages. I am concerned that these materials become better known to scholars and are preserved for the future. The latter is very important. When we have received a sufficient run of a particular title, we place the material on microfilm in order to assure its permanence. The newsletter that you have given so much of your time and energies to birthing and maintaining should be made available to a wider audience and preserved for posterity. This literature is the building blocks of the written histories of the church in Africa that will be written when we have passed from the scene (letter of January 28, 1982 to Fr. Peter Kok).

Father Kok responded:

> We are in a way very busy people who have not just the time to write to everybody who happens to come across our address. But your letter gave me a lot of insight. Thank you (letter of March 6, 1982).

Months later from Europe, we received a package containing thirty-seven issues of the newsletter of the diocese of Jinja, covering the period from October, 1978 through 1981. While on leave in Holland, Fr. Kok saw to it that the library received a complete set of the back issues of Awawulire.

After the library has received the first issue of a periodical, Mrs. Cynthia Runyon, Assistant Librarian for Public Services and Periodicals Librarian, assumes responsibility for keeping the periodical coming on a regular basis. Time and again, she has written follow up letters, and receiving no response, has recorded that the publication has ceased, only to receive another issue in the mail.

"Hello again!" wrote the Bishop of Matabeleland to Mrs. Runyon recently.

> You are still on our mailing list. If you receive it only spasmodically, it's because it's sent out only spasmodically. There is always a tussle here between the communicators and the treasurer. The latter insist that as we are more or less bankrupt, we must cut down on printing and on postage; clergy circulars have been axed for a while, whilst

> Missions News has been reduced to odd pieces of duplicated paper, of which, I fear there are none now left (letter of March 25, 1986 from Bulawayo, Zimbabwe).

Poverty, scarcity of printers' supplies, violence by government or rebel forces, or a missionary on furlough are all reasons frequently given for temporarily suspending publication. Because information is scarce from Africa, each issue received is that much more valuable, for it provides an additional window through which we are able to experience their life and work.

By the Fall of 1984, the Pitts Library was receiving 230 religious newsletters, newspapers, and periodicals published in 36 African countries, or probablythree times more than any other library known to us. Some holding for 171 titles that had ceased publication were also being maintained and added to as available. In addition, the library was able to acquire the archives of the Independent African Orthodox Church of South Africa, including the personal papers of its founder, Daniel William Alexander (1882-1970).

In January of 1985, I attended the meetings of the International Association for Mission Studies (IAMS) in Harare, Zimbabwe. At a joint meeting of the Documentation, Archives, and Bibliography sections, I announced that the Pitts Theology Library planned to publish a list of its holdings of religious periodical literature printed in Africa, and it was our desire that other institutions share in this project with us. The positive response to our announcement from those in attendance was most gratifying.

To date, we have received bibliographic information from seven institutions and several more have expressed their intentions to join us. Additional invitations need to be extended to several institutions which were not represented in Harare and have been brought to our attention since then. The seven institutions, which have contributed information to the union list, are MISSIO in Aachen, West Germany; Basel Mission in Basel, Switzerland; the Interuniversity Institute for Missiology and Ecumenics at the University of Leiden, The Netherlands; the Egede Institute in Oslo, Norway; the Library of the Free Faculty of Theology, the Church of Norway in Oslo; Pontificia Universitas Urbaniana, Rome, Italy; and the University of South Africa (Unisa), Pretoria, South Africa.

The African project at the Pitts Theology Library has pressed me up against my boundaries of experience and training. As librarians, we cannot be subject specialists in all the disciplines that fall under our care. I understand that and must live with that frustration. But what I am referring to here are the more subtle limitations of cultural and racial boundaries, of inherited patterns of thinking and behavior that I have discovered in myself and in my culture. These have been painful for me to discover. The voice of the Third World is rarely heard in the First, in part because the First World is not convinced that the peoples of the Third World have anything important to say to us. Our cultural arrogance has limited our capacities to hear. The effect is to silence the voice.

Something has come to an end in our time and something new is being born. Worshipping communities of Christians are found in each of the 223 nations of the world. But the consequences of the expansion of the religion of Western culture into all the nations has not brought about the realization of a universal church of one Lord, one faith, one baptism, one God and Saviour to us all. Instead, the fragmentation of Western Christianity has been compounded by new linguistic and ethnic differences. The context of American theological education is this world; a world made small and fragile. If we are to serve the needs of our parent institutions in _this_ world, we must devise new ways to allow our students, faculty, and church leaders to hear clearly the voices of the emerging majority of non-Western and non-white Christians.

It strikes me that the cooperative arrangement which has emerged out of our experience to publish a union list of religious periodicals from Africa, may well be a useful and suggestive model for the ATLA membership to consider for initiating future programs in collection development. No theological library in the First World, whatever its resources and funds of good intentions, can gather in a comprehensive manner all the relevant materials that a scholar may require to make a thorough study of some aspect of Christianity in Africa, Asia, the Pacific Basin, Latin America, or Eastern Europe. And in like manner, no theological library in the First World is so small or isolated that it escapes all responsibility for making some contribution to the total resources available to all. But a single theological library in the First World can provide leadership for collection development in a given area. The Pitts Theology Library is becoming the place where a cluster of institutions are reporting their African serials holdings. The reporting library is the library of record responsible for maintaining a specific title and prepared to make it available to users worldwide. The role of the Pitts Library is to coordinate and make available the bibliographic data gathered in this fashion. Such an arrangement invites institutions of differing size, tradition, and purpose to cooperate around a specific area project on a sustained basis. Here is a model for cooperation and coordination of efforts on an international scale that can make a difference in the total resources available to scholars in the future and one in which all institutions can share responsibility.

Australian and New Zealand Theological Libraries and Librarianship

by
Trevor Zweck
Luther Seminary
North Adelaide, South Australia

Although the oldest of the theological libraries in the Antipodes may claim a history dating back for the better part of two centuries, it must be said that theological librarianship in this part of the world is very much in its infancy and that the libraries themselves are distinguished by a poverty of resources--personal, financial, and bibliographic. Nevertheless, some bold initiatives have been taken in recent years, and these, together with the evident enthusiasm and dedication of the librarians themselves, augur well for the future of antipodean theological librarianship and the constituencies which it seeks to serve.

Theological Education

In Australia and New Zealand, theological education is provided almost exclusively by denominational and interdenominational theological colleges and seminaries. The involvement of universities and other tertiary institutions, where it exists, is largely incidental or accidental and, in any case, minimal. The oldest universities were established in an era in which the spirit of secularism dominated educational philosophy and were founded on charters which specifically excluded the teaching of theology. The exceptions to the rule were the University of Sydney, where the theological department has survived to the present day, and the University of Queensland, where the theology department has evolved into a religious studies department. In many cases, theological colleges were established in denominational residential colleges on or near university campuses, with a careful distinction being made between the specifically theological training being given and the university studies undertaken by the same students. The consequence of this lack of involvement of the universities is that there are no great theological collections in university libraries to back up the resources and services provided by the denominational colleges and seminaries.

Among the theological schools themselves there is a very fine spirit of cooperation and mutual support. The Australian and New Zealand Association of Theological Schools (ANZATS) was established in 1968 and continues to provide a valuable forum for theological discussion and cooperative activity. Recent years have seen a proliferation of consortia of theological colleges, and indeed of consortia within consortia! Most significant among these consortium arrangements has been the development of Colleges of Divinity, in which a group of schools, usually within a metropolitan area, will combine to develop either a common curriculum or a cooperative teaching program. The first of these, the Melbourne College of Divinity, was formed as early as 1910. It was originally established as an examining body (granting degrees recognized by the University of Melbourne) and has continued in this role, bringing under its umbrella a number of consortia of theological schools. Another early starter was the Australian College of Theology, originally Anglican, but in 1973 broadened in scope to admit non-Anglicans: it was and remains an examining body. In 1984, the Sydney College of Divinity and the Brisbane College of Theology were established on the basis of common curricula being taught by individual institutions under the umbrella of a degree-granting authority recognised by the local board for tertiary education.

A very different kind of College of Divinity was established in Adelaide in 1980 and copied in Perth in 1985. In each case, the college is established under the aegis of one of the newer universities; a part of the program (e.g. one year equivalent) must be taken at the university and the degree is granted by the university. Students taking these courses are eligible for government assistance, the so-called TEAS (Tertiary Education Assistance Scheme) allowances. (These allowances are for living expenses, there being no fees for tuition for primary degrees in government tertiary institutions in Australia.) While this kind of cooperation involves a breakdown of the old philosophy of secularism in the provision of tertiary education, it does not involve any specific commitment on the part of the university to the provision of library materials in the area of theology.

One of the predominant factors motivating the establishment of colleges of divinity has been a concern for acceptable academic standards. There has been a dramatic increase in the number of people studying theology as an academic discipline (i.e. without having ordination in mind) and an increasing interest in more advanced studies. (Typically, the basic Bachelor of Theology degree will take three to four years of post-secondary education, with some extra requirement for ordination; the Master of Theology being offered as a research program.)

The structure of theological education in Australia and New Zealand is such, therefore, that schools (and the churches which they represent) are largely on their own in providing the resources for the task, including of course, library resources. The need to pool resources for more effective utilisation has been another factor motivating the establishment of Colleges of Divinity. However, the Joint Theological Library in Melbourne and St. John's College in Auckland are the only examples to date of the actual amalgamation of libraries. Although the Colleges of Divinity appear to have led to improvements in the standards of theological education, they have not generally resulted in any appreciable improvements in library collections and services.

Theological Libraries

The average theological library in Australia and New Zealand has holdings of 24,945 volumes (including microforms, non-book materials, and bound periodicals), subscribes to 105 periodicals, spends A$8,990 annually on monograph acquisitions and A$3,151 on periodical subscriptions. It is staffed by 1.5 persons (half of the number being professional librarians and half non-professional). It lends 166 items per week, receives 24 incoming inter-library loans per annum and despatches 52 loans. These statistics are derived from a survey undertaken in 1985 (on the basis of 1984 figures).(1) Data was gathered for 54 libraries out of a possible 59 (which has since increased to a neat 60). This was the first ever attempt at a comprehensive survey of theological libraries and will become the basis for future annual statistical reporting.

Bibliographic Resources

The most obvious feature of the collections is their smallness. Only one library (Moore, NSW) claims holdings of more than 100,000 volumes, and only nine have holdings in excess of 50,000. The total resources add up to about 1.5 million. However, there are some collections which are showing appreciable growth and it is heartening to note that most of the major cities have at least one larger library which is capable of supporting research programs.

Figures for non-book materials and microforms are generally included in the count of monographs, so it is impossible to discern any definite trends in these directions. However, it is evident that at least some libraries are responding to the increase of theological materials in a broader range of media and that some have discovered microfiche as a major means of collection building, especially in relation to out-of-print materials.

Seven libraries reported acquisitions above 5% of their monograph totals, with two-thirds of the libraries for which figures are available having acquisition rates above 2%. Twelve libraries acquire more than 1000 volumes (three above 3000, one above 2000, eight above 1000). In most cases, libraries have to contend with extremely high book prices. The vast majority of all acquisitions comes either directly or indirectly from overseas sources. Transport costs are not the only problem; the poor performance of the Australian dollar on international exchanges has inflated costs by 30-35% in the last year.

The same factors, of course, also affect periodical subscriptions. Only one (Joint Theological Library, Victoria) maintains more than 300, eight receiving more than 200, and a total of 15 receiving more than 100. The breadth of coverage of periodical literature is illustrated by the fact that the seven theological libraries in South Australia between them subscribe to approximately one-third of the journals indexed in Religion Index One, while another one-third are received by other Australian or New Zealand libraries, leaving approximately another one-third not held by any of them. Inter-library loan statistics which, of course, include monographs as well as periodicals reveal that the bulk of the burden is being shouldered by a few libraries, notably Joint Theological, Victoria and St. John's and Knox, New Zealand.

Financial Resources

It has been suggested already that the financial resources of our libraries are rather meagre. This is borne out by the figures for materials expenditure. For monographs, periodicals, binding, etc. (but not including wages and salaries), 18 libraries spend more than A$10,000 annually and only three (Joint Theological, Moore, and Luther) spend more than A$20,000. The ratio of monograph to periodical expenditure is approximately 3:1. In the vast majority of cases, finance for the library comes almost exclusively from the budget of the teaching institution (frequently determined by a higher church authority) and there is very little access to funding from outside sources.

In the survey, information on wages and salaries was requested. Many libraries, however, chose not to reveal such data, others requested that their data not be published, and it was finally decided to omit this information altogether.

Human Resources

By any standards of comparison, staffing levels in most libraries are extremely low. Of forty libraries responding to this question, only 28 have one full-time person (or equivalent thereof) and it is to be feared that the non-responding libraries are generally worse off than those which did report. Self-evidently, many libraries are not providing a service to users for a full working week. In many cases, the library work is done by a lecturer on a part-time basis or by a part-time volunteer. Only fourteen libraries have at least one full-time professionally qualified librarian.

Systems and Services

It will come as no surprise to learn that the systems employed in Australasian libraries are generally of American origin, in many cases with considerable local adaptation. This is not to suggest that our librarians are up with their trans-Pacific cousing in the development of systems and the provision of services; on the contrary, by American standards, they are generally well behind the times. This is hardly surprising in view of the paucity of human and financial resources with which they have to operate.

Classification Schemes

While American theological libraries are moving substantially to the use of the Library of Congress Classification, it is a surprising fact that not one Australian theological library and only one in New Zealand (St. John's, Auckland) uses LC. Apart from one user of Bliss (Knox, Dunedin, N.Z.), all the rest use either the Dewey Decimal Classification (31) or the Pettee (Union Theological Seminary) Classification (12). The twelve Australian users of Pettee (Baptist, NSW; College of the Bible, Vic; Joint Theological, Vic; Kenmore, Qld; Luther, SA; Perth Theological Hall, WA; Ridley, Vic; St. Andrew's, NSW; United, NSW; Whitley, Vic) would appear to be the largest group of Pettee users in the world. While the *Pettee Matters* mailing list in 1979 included fifteen United States theological libraries using the classification(2), the *Project 2000* report reveals seventeen have abandoned it in the last decade and only seven of the 139 respondents still use it, with one other intending to convert to it.(3) It would require a highly disproportionate number of the 48 libraries not responding to the survey to bring the

United States total up to the number of Australian libraries listed as Pettee users.

In Australian libraries at large, it is the Dewey classification that is dominant, only a few university libraries preferring LC. Consequently, there has been no real pressure (for example, from networks) for theological libraries to convert. That Dewey is not entirely satisfactory, however, is indicated by the fact that thirteen of the libraries are operating with some expansion of it, eight of these being of local origin.

Subject Headings

In the area of subject cataloguing, there is considerable diversity of practice. Thirteen libraries gave no response to this question in the survey, eight indicated that they provide no subject access. Of the 33 which indicate that they provide subject access, seventeen use *Library of Congress Subject Headings* (increasingly being supplemented by the *Religion Indexes: Thesaurus*), five use Pettee, four use Sears, three have developed their own, and one each the General Theological Seminary Headings, Dewey index, title key words, and a classified arrangement.

Automation

Apart from Avondale College (which is primarily a College of Advanced Education library and is involved in the CLANN network), only one theological college has automated its technical processing: St. Mark's, Canberra, which is linked to the nearby Australian Bibliographic Network. St. John's, Auckland is planning to link up with the New Zealand Bibliographic Network in the near future. Only one library (College of the Bible, Vic) has facilities for on-line data-base searching. A number of others have vague plans of automating at some level. It is expected that Avondale will soon have an On-line Public Access Catalogue.

Equipment

Information on specific items of technological equipment is available from forty libraries. Thirty-three have photocopiers in the library building and another four have them available elsewhere on campus; twenty-four have microfiche readers; twenty-two have audiotape playback equipment; seventeen have videotape recorders; and thirteen have microfilm readers.

User Education

Of the same forty libraries, thirty-three also provide some form of basic user education to new students and informal, ad hoc instruction to users as required. Instruction sessions for new students vary in duration from one hour to four or five hours in most of these. Ten libraries endeavour to provide some kind of course in theological bibliography, and fourteen provide some form of classroom instruction related to specific courses.

Summary

In general, collections are modest in size, staffing levels are either minimal or totally inadequate, and most libraries have hardly been touched by the information technology revolution. Obviously also, most libraries could benefit from massive increases in funding, and, in many cases, such increases are desperately needed.

Theological Librarianship

Although theological libraries have existed in Australia for the better part of two centuries, theological librarianship as a movement is still in its early infancy. The first really significant point in its history is the Library Consultation of the Australian and New Zealand Association of Theological Schools held in Melbourne in 1978. The chief outcome of this meeting was the movement towards the establishment of regional groups of librarians. It was felt that such groups would become forums for the discussion of shared problems and for mutual encouragement and support. Such a group had already commenced in Sydney the previous year and another was established in Adelaide immediately after the consultation. Both groups have continued to meet regularly to the present day and the Sydney group even produced a duplicated newsletter, _Syndesmos_, for a couple of years. Last year, a similar group was formed in Brisbane.

A further consultation in Sydney (1979) achieved less than outstanding success, and the movement faded into oblivion for a few years. By 1983, when a further consultation was held in Brisbane, a definite interest in the development of library standards had emerged. At this meeting, attended by forty librarians and representatives of theological schools, the proposal to draw up a set of standards, along with other issues, prompted such an enthusiastic response that one college head was heard to remark: "This is the first day in the future of theological libraries." By 1984, when the next consultation was held in Sydney, the idea of forming a theological library association had developed. A proposal to this effect was adopted, first, by the consultation, and then by the subsequent meeting of ANZATS.

In 1985, the consultation in Adelaide was expanded to a two-day event, with one day set aside for a workshop on collection development. It was on the second day of this meeting (27th August) that the decision to form the Australian and New Zealand Theological Library Association was made. An executive was elected to draw up a constitution and make other necessay arrangements for the establishment of the association, the Inaugural conference of which is scheduled for August 25-27, 1986 in Canberra.

The new association sees itself as being very closely tied to ANZATS, as the parent body. Conferences of ANZTLA will normally be held in conjuction with the annual conference of ANZATS, and it is hoped the funding will also come from the parent body. It is envisaged that the association will include librarians who do not belong to ANZATS schools, and that a regular bulletin will be published. Existing regional groups will possibly become chapters of ANZTLA. The Executive will consist of a President (currently Rev. Trevor Zweck, Luther Seminary, North Adelaide, SA), a Secretary/Treasurer (currently Mr. Hans Arns, Catholic Institute of Sydney, Manly, NSW), and a representative of the city in which the next conference is to be held (currently Dr. Robert Withycombe, St. Mark's, Canberra, ACT). (Two of these are also members of ATLA.)

The matter of standards continues to occupy a position of central importance in the work of the association. The document Guidelines for ANZATS Libraries is now into its third draft and it is hoped that it will soon be ready to hand over to ANZATS for adoption by that body. Naturally enough, much attention is being given to library applications of computer technology and, especially, the possible involvement of theological libraries in the Australian Bibliographic Network. The gathering of statistics began last year as a private venture, and it is intended that this will become an official project of ANZTLA. There is also a proposal before the upcoming conference for the production of a guide to theological reference materials.

A project which preceded ANZTLA was the development of a union list of serials. The first such list was produced by Fr. John O'Rourke (St. Francis Xavier Seminary, SA) in 1974 and this was updated in

1983 with the publication of the _Australasian Union List of Serials in Theological Collections_, edited by Hans Arns and Sr. Marianne Dacy.(4) It lists more than 3000 periodicals in more than 80 libraries.

Other attempts at cooperative activities have been taken up on a regional level. In most cases, influenced to a considerable extent by the respective colleges of divinity, there is reciprocity of borrowing rights. Efforts are being made in Adelaide, Sydney, and Brisbane to establish local (manual) union catalogues. The Adelaide group has also produced and maintains an up-to-date list of current periodical subscriptions in theology, including also the major research libraries. It is intended mainly as a guide to decisions on new acquisitions. In general, it must be said that, while there is a fine spirit of cooperation among the librarians, there is an alarming lack of the resources to do much about it.

Leading Libraries

It is not likely to be disputed that the leading theological library in the Antipodes is _Joint Theological Library_, Parkville, Vic. It is jointly owned by the Jesuit Theological College and the Uniting Church of Australia, Synod of Victoria. It is remarkable, not only because of its ecumenical associations, but also because it does not belong to any specific educational institution or institutions; but in a general way it serves the United Faculty of Theology and other constituencies in the Melbourne metropolitan area. It is situated at Ormond College, a residential college of the University of Melbourne. With 90,000 volumes and 320 current periodicals, it is not quite the largest, but it has the highest acquisitions expenditure, the highest rate of acquisitions of new materials, and the highest rate of use (measured in terms of book loans and inter-library loans). So high is its level of self-sufficiency that its rate of ILL items lent to items borrowed is 40:1 (420 lent c.f. 8 borrowed)! Its Librarian is Dr. Lawrence McIntoch, who was at one time associated with Drew University, Madison, N.J.

Possibly the oldest theological library is that of the Catholic Institute of Sydney at _St. Patrick's College_, Manly, NSW (60,000 volumes, 240 current periodicals). Its origins go back to 1833 to 1000 volumes brought into the colony by the Vicar General of New South Wales, Bernard William Ullathorne, who is said to have been a direct descendant of Sir Thomas More. The library is located in a magnificent building, situated high on a hill overlooking what some of the locals describe as "the most famous seaside resort in the world!" Even before its opening in 1889, St. Patrick's was described as "uno dei piu nobili edifici di tutta Australia." The collection includes 2500 early imprints, among them a 1483 _Bergomensis Supplementum Chronicarum_, another incunable, six medieval manuscripts, many early patristic texts, and some valuable 16th century writings, including 19 volumes of sermons and pamphlets of Luther and Melanchthon.(5) The Librarian is Mr. Hans Arns, the Secretary/Treasurer of ANZTLA.

Rivalling the claim to be the oldest is the biggest, the library of _Moore Theological College_, Newtown, NSW, which has holdings of 100,000 volumes and 250 current periodicals. Although formally established as a theological library when the college which later became Moore was opened in 1855, it has books from the oldest public library in Australia, the Lending Library of Port Jackson, established in 1810. It has one of the most interesting and most substantial rare book collections in Australia, including two incunabula (a 1473 edition of Augustine's _De Civitate Dei_ and a 1497 edition of Jerome's _Liber Epistolarum_), and the first book printed in Australia, Richard Johnson's _Address to the Inhabitants of New South Wales_, 1792.(6) The Librarian is Mr. Kim Robinson, a member of ATLA.

Another library with an outstanding rare book collection is that of the _Benedictine Community_, New Norcia, WA. It was established by Bishop Rosendo Salvado in 1846, and received substantial support from the bishop's brother, who was the chaplain to Isabella II of Spain. With its amber coloured carved woodwork and metal ceilings, the library is described as "one of the most beautifully appointed in the state." Its treasures include the _Biblia Regia_, the _Biblia Magna_, the _Bilbia Maxima_, and the 19th century facsimile of the Codex Vaticanus.(7)

Yet another library with a significant rare book collection is the Lohe Memorial Library, _Luther Seminary_, North Adelaide, SA. Among its 55,000 volumes and 230 current periodicals are collections of German theology of national importance, including some 1500 early imprints.(8) Not surprisingly, it has the nation's best collection of Luther studies resources and wider Reformation history. It also has a small, but rather unique, collection on world-wide theological librarianship, much of it collected by Rev. Coralie Jenkin for her bibliography.(9) The librarian is Rev. Trevor Zweck, a member of ATLA and President of ATZTLA.

In the heart of the national capital, and in immediate proximity to the National Library of

Australia, is St. Mark's Library and Institute of Theology (65,000 volumes, 210 current periodicals). This library may well claim to be the leader in the technological revolution, having become the first theological library to join the Australian Bibliographic Network and automate its technical processing. The Warden is Dr. Robert Withycombe, an ATLA member and current member of the ANZTLA Executive.

Prominent among the New Zealand libraries is St. John's, Auckland, which is planning to join the New Zealand Bibliographic Network and to automate its technical processing. Another is Knox, Dunedin, the southern-most theological library in the world.

A library which is worth mentioning because of its non-existence is the former 40,000 volume collection of St. Michael's House, Crafers, SA. It was totally destroyed by bushfire on Ash Wednesday, 1983. The losses included many irreplaceable rare books, including early editions of Australiana and a unique collection on the monastic and religious life, and prayer and piety.(10)

In terms of size, the libraries described hardly bear comparison with the major theological libraries in the United States. However, they possess sound working collections for undergraduate study and the beginnings of some valuable research collections.

Notable Librarians

Obviously, a part of the world with so little theological library history as Australia and New Zealand cannot have produced a great number of distinguised librarians. Those who are most prominent in ANZTLA have been mentioned. Another who will be known on this side of the Pacific is Fr. Gary Gorman, and Englishman, who was born in Saudi Arabia, studied in the United States, and worked in South Africa and Great Britain before coming to settle in Australia. He is currently lecturing at the Riverina-Murray Institute of Higher Education. Another librarian who may be known to some ATLA members (through her attendance at the 1978 ATLA Conference) is Joan Humphreys. She has recently retired from St. Andrew's College Library, Newtown, NSW.

One of the more fascinating characters on the library scene was Geoffrey Thomas Roscoe. Having trained as a teacher and serving that profession well beyond the normal retiring age (including a stint as Director of Education in New Guinea), he went back to school at the age of 75 to become a librarian and served in that capacity at St. Francis' College, Milton, Qld until his death at the age of 85!

Summary

There are aspects of this sketch of libraries and librarianship in The Antipodes which are not likely to excite admiration or envy; especially the general lack of resources, whether they be bibliographic, financial, or personal. The tyranny of distance is another factor which has only been lightly alluded to. Counterbalancing these disadvantages, however, is a general enthusiasm among librarians and a desire to provide the best possible service to the communities which they seek to serve. It is not unrealistic to hope that this enthusiasm will contribute substantially to the overcoming of obstacles, resulting in significant growth and development of libraries and librarianship in the immediate future.

Notes

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2. Pettee Maters 2:4 (June 1979).

3. Peterson, S, Theological Libraries for the Twenty-first Century: Project 2000 Final Report. Supplement to Theological Education 20 (1984) pp. 76-77, 95-96.

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9. Jenkin, Corlie E J, Theological Libraries and Librarianship: A Bibliography. (Adelaide: C. Jenkin, 1984).

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Bibliographic Control in the Small and/or Specialized Library

by
Michael Gorman
Director of General Services Department &
Professor of Library Administration
University Library
University of Illinois at Urbana-Champaign

"Give to others and do not regret your liberality." *Treatise of the Exalted One* (formerly attributed to Lao Tzu), lines 258-262.

My qualifications for speaking to this body are tenuous indeed. I am not only almost entirely unfamiliar with theological librarianship (though I am quite familiar with the theology *of* librarianship), but have also spent most of my professional life in large general libraries. In fact, the only qualification I have (which may cut some ice in this locale) is that my maternal uncle is a Jesuit priest. He it was who told me that there is no such thing as an "ex-Catholic." I have turned this insight to use in my professional life and am in the habit of describing myself as a "lapsed cataloguer." With these impressive credentials, I come before you to talk about a central element of modern library life--bibliographic control--and its impact on all of our lives as librarians.

Bibliographic control is the part of our art, craft, or science which deals with making library materials available by means of cataloguing, classification, shelf arrangement, construction of catalogues, etc. In recent years, bibliographic control has acquired another dimension in that we are no longer concerned only with the materials which we "own" in our libraries, but also with the materials which are available to the library user by means of cooperative schemes of various kinds. The key agent of change in the area of bibliographic control has been the advent of sophisticated automation systems. These systems have greatly increased the potential for service to the library user and have opened up possibilities for cooperation which were undreamed of a scant few years ago. They have also brought about a new concentration on the structures and methods of bibliographic control. In particular, the emphasis on cooperation made possible by automation has increased the importance of bibliographic standards. To put it very simply, the future of librarianship lies in cooperation between libraries; the major forces in cooperation are automation and bibliographic control;

and bibliographic control in a cooperative environment is dependent upon bibliographic standardization. I propose to examine this web of interaction from the particular point of view of the small and/or specialized library.

In this address, I wish to deal with the elements of bibliographic control (cataloguing, subject work, etc.) and also with the environment in which we all work. That environment of cooperation and automation is, I believe, transforming the very nature of librarianship and is also having the somewhat paradoxical effect of bringing all kinds and conditions of libraries together. The implication of all this for the small and/or specialized library is that there is not only the necessity and challenge of lifting one's gaze from the local and the particular but also that there are great benefits to be drawn from looking outwards.

An aspect of modern librarianship which is frequently misunderstood is that of the kinds of library which can engage in, and profit from, automation. Because the large libraries have the monetary and human resources to be the pioneers of library automation does not mean in any way that they are the only libraries which can profit from automation. There is a notion abroad that automation is for the benefit of the large library and that those small and/or specialized libraries which profit from automation do so only incidentally - crumbs from the rich man's table, as it were. To me, library automation is exciting precisely because it is a unifying force in librarianship, because it breaks down many of the self-imposed artificial barriers between libraries, and because it is leading us towards a happy state of affairs that one might describe as the Commonwealth of Libraries (which will be, in truth, the Commonwealth of Library Users).

This new world is, naturally, one in which we all have to follow the Taoist precept--to give in order to receive. I suspect that most of us will find entrenched attitudes more difficult to give up than anything else. Those attitudes include that which I call Bibliographic Egoism - the belief that one's own library is so singular that no other has much to offer to it. I would suggest, with the greatest of respect, that Bibliographic Egoism can be often found in the specialized library, while hastening to add that the large academic library is by no means immune. It behoves us all to work on such beliefs and to realise that every library has something to offer to every other. This last is something which, I suspect, all true librarians feel in their bones. Interestingly enough, numerous studies of collection overlap have shown that all libraries have their uniqueness, that they all have collections which, to some degree or another, will be of use to other libraries. (*See* Potter, W.G., Studies of collection overlap. *Library research*, no. 4, Spring 1982, pp. 3-21.)

The most obvious impact of automation on most libraries is that of the bibliographic network. The most famous and extensive of these is OCLC--an organization which, despite some acknowledged flaws, most closely realizes the ideals of which I have spoken already. By this I mean that the tools of bibliographic control and automation are used to the benefit of all the libraries--of all kinds and sizes--that are members of OCLC. We see here also the other side of the cooperative coin--the requirement to conform to bibliographic standards in order to benefit from participation in the network. Those standards are neither simple nor especially popular. It is often hard, from the local perspective, to see the purpose in the standards which the networks require. It is even harder to love the mechanisms (formats, cataloguing rules, rule interpretations, etc.) by which those standards are communicated and maintained. I would like here to put forward a justification for standards and some ideas on how individual standards can be used by the small and/or specialized library. I will also present some observations on how those bibliographic standards could be modified in the future to the benefit of all of us.

The main justification for biliographic standards lies in the fact that they are essential for cooperation. A library which is not connected to others need not observe any agreed standards. Libraries which wish to profit from cooperation in the electronic age have to agree on the nature of the records which they contribute to, and take from, the cooperative database. The question is not whether we need standards but which kinds of standards are necessary and, more interestingly, the level of standardization which is required. We must know, in general, what it is that we are adding to a network and what to expect when we search or take from a database. The question is: how closely do we have to adhere to standards in order to achieve the desired result? The nature of bibliographic control has been transformed by the automated/cooperative world in which we all live, and we must, perforce, examine and understand all of the structures of bibliographic control in the light of that understanding.

Descriptive cataloguing. There are two important and interconnected standards in this part of bibliographic control. They are the *Anglo-American cataloguing rules, second edition* (*AACR2*) and the *International standard bibliographic descriptions* (*ISBD*s). I think it is fair to say that the enthusiasm with which these standards were received was neither notable nor universally rapturous. *AACR2* was seen as being too complicated for the blue-collar cataloguer and was also considered to be only marginally necessary. The *ISBD*s were seen by many as being inspired by foreign ideas and an imposition of alien conventions upon the clean-cut All-American catalogue entry of the past. The truth is, of course, that all cataloguing conventions are artifical and that the *only* criterion by which they should be judged is that of their effectiveness in communication--between libraries and, more importantly, to the library user.

AACR2 is long, is complicated, and is comprehensive. This does not mean that it is inadaptable to the requirements of the small and/or specialized library. The desire of those of us who worked on *AACR2* was that it should set forth some simple and basic ideas (which were elaborated in later sections) which were of use to all libraries and which could be found by cataloguers among the other rules which were only of occasional use. If the sheer bulk of *AACR2* is too intimidating, I could suggest that one might look at the *Concise AACR2* (a much shorter and less frightening work) for the purposes of the small and/or specialized library. The point is, of course, that, in one way or another, the rules which are used by the very largest libraries are of utility to all other libraries. In this way, the records which one finds on the databases of the networks share a bibliographic commonality and are, therefore, the foundation for meaningful cooperation.

The *ISBD*s are now incorporated within *AACR2* and have lost some of their exotic foreignness in the process. Few now leap back in horror when they see a ". ---" or a "s.n." in an unoffending LC card or on an otherwise blameless OCLC screen. Though *ISBD* never had the cachet of, say, Perrier, it did represent a major step forward in the rationalization of bibliographic control. The *ISBD* idea was at once simple and revolutionary: it was to record the data found in the body of the catalogue entry in an agreed order and with standard identifying punctuation. This idea is as valid for the short description of a current domestic trade publication as it is for the most elaborate description of a sixteenth century publication. The importance of *ISBD* lies in the universality of that idea. The fact that catalogue records (in the descriptive fields at least) have a shared content and structure, no matter in which country they are created or in which kind of library they are created, is significant for all of us and for all the users of our libraries.

I suppose that I have painted (with a few broad brush strokes) a rather rosy picture of the state of standardization of descriptive cataloguing. For those with a more melancholic temperament there are always the infamous Rule interpretations (RIs) which are issued with depressing regularity by the Library of Congress. The RIs are interpretations of the rules contained in AACR2 and, by now, must cumulatively be at least equal in size to the original volume which they gloss. Although most cataloguers would not be delighted by the prospect of more RIs, one must say a good work for them (even if the good word is small and muted). RIs have this merit--they are an attempt to increase the degree of standardization in the cooperative endeavors of the nation's libraries. The fatal flaw, of course, is that they are so exhaustive and lengthy that they tax the abilities of the largest library in keeping up with them and they are an insuperable obstacle to the small library. The problem lies in the fact that the degree of standardization which is needed has never been agreed by the library community. What we need to decide is the minimum set of the necessary areas of standardization. I would suggest that those areas are these:

- i) access points
- ii) ISBD order and punctuation
- iii) MARC format designation

That is all. If those elements of the bibliographic description are agreed, then we need no further agreements and we need far fewer interpretations of the provisions of AACR2/ISBD.

I have spoken up to now of the small and/or specialized library as if the needs of each were always the same. In fact, the bibliographic needs of the small specialized library may be as complex as those of the large research library--the difference is in degree not in kind. For such libraries, the answer lies in the adaptation of those elements of bibliographic control which apply to their situation. In addition, bibliographic control in those libraries may demand a level of education and sophistication which is equal to, or surpasses, that required by the large academic library.

Bibliographic formats. The MARC format is one of the cornerstones of the new age of bibliographic control. It is important not only because it provides the structure within which bibliographic records are distributed, but also because it represents universal agreement on the very nature of bibliographic records. It should be noted here that the designations of the MARC format are closely aligned with those of the _ISBDs_. One of the problems with the MARC format is, of course, the complicated way in which it is presented. The volumes containing the format are numerous and difficult to understand. I would suggest that it should be possible to develop a basic MARC format - a summary of those elements which are absolutely necessary for the coding and transmission of all library materials. Such a basic format would be of use to all libraries and could be supplemented by specialized interpretations for particular materials and for particular kinds of libraries. In other words, rather than starting off with specialized MARC formats, we would be starting off with the universal format and publishing elaborations of it for specialized needs.

Subject bibliographic control. The bibliographic control of subjects falls into two main areas. The verbal description of subjects (which we call subject headings) is one and the artificial designation of subjects (which we call classification) is the other. When we look at verbal descriptions of subjects we see the Library of Congress _Subject Heading List_. This monument to the vagaries and limitations of human understanding is as ubiquitous as it is notorious. The huge failure which it represents is not one of professional understanding. It is, essentially, one which stems from the nature of the task itself. S.R. Ranganathan--the greatest librarian of the twentieth century--once observed that knowledge is multidimensional, and the number of dimensions tends to the infinite. Reducing those dimensions to a single list (or a single classification, see below) is an act of _hubris_ which, as do all such acts, invites, deserves, and receives retribution. I would suggest two strategies to cope with the subject heading problem. First, I believe that all libraries should be enabled to _add_ all the headings which are appropriate in the context of those libraries to the records held in cooperative databases of which OCLC is the paradigm. I emphasis "add" because I believe that we have for too long been concerned with replacing, amending, and correcting the work of others in shared cataloguing systems. We should be concerned with expanding the means of access for library users rather than with whittling and polishing bibliographic records in an attempt to reach a (probably) unattainable and (certainly) undefined perfection. Second, I believe that subject heading work should concentrate on the development and dissemination of principles which could be used by all kinds and conditions of libraries to create their own headings, rather than upon the piling up of headings into ever huger and more bloated lists of headings. All libraries would benefit from the adumbration of such principles by the Library of Congress. Once those principles were put forward and accepted, they could be used not only for the construction of individual headings but also for the creation of specialized lists for groups such as yours.

When it comes to classification schemes, we see not only the _hubris_ mentioned above (the attempt to reduce the complexities of reality to the linear system of classification numbers), but also the problem which is summed up in Gorman's Third Law of Librarianship (though some exegetes have reduced its status by dubbing it Gorman's Observation)--"The longer the number, the smaller the spine." Classification is an impossible dream rendered more so by the attempt to reconcile the separate and, to a certain extent, opposed, purposes of the physical arrangement of materials and of subject retrieval via the catalogue. The time has come, I believe, to separate these two purposes. Grace O. Kelley, many years ago, showed that close classification as a means of arranging materials on shelves was inimical to the interests of the library's users. On the other hand, the detailed analysis of subject content as represented by classification numbers is of great use in catalogues, especially with the power of retrieval found in the online catalogue. I would propose that we divorce the two functions in the following manner: each catalogued piece should be assigned a brief number which will group it in a broad manner with the materials to which it is related; each bibliographic entry should be assigned _one_ or _more_ numbers (perhaps based on the "mark and park" number, perhaps not) which express the subject content of the item; and, the online catalogue should contain the capability to search on the meaningful elements of the full numbers and for the user to "browse" among the complete file of complete numbers.

Forms of catalogue. It is evident to all thinking librarians (surely a term of redundancy) that the days of the pre-machine catalogue are numbered. The only question rising to the lips of the librarian in the small/specialized library is the phrase proposed by the philosopher Royko as the motto of the City of Chicago--_Ubi est meum_? (Where is mine?). I believe that the only way for the small/specialized library to realize the full benefits of automation for its users is through cooperation. In other words, the catalogues which your users need are only attainable by a pooling of resources (human and financial) and the bibliographic control which we seek and need will only be realized fully through cooperative endeavours.

There already are cooperative schemes in which libraries of all kinds participate and from which they profit. For those who cannot yet achieve such cooperation and who may, therfore, be at times subject to the sin of despair, I would quote James R. Lowell:

> "New occasions teach new duties: Time makes ancient good uncouth,
>
> They must upward still, and onward, who would keep abreast of Truth." (The Present Crisis)

or even (though not inviting you to "Grow old along with me"), to quote Browning:

> "The best is yet to be." (Rabbi ben Ezra)

I hope that the new world of cooperation which will benefit all libraries will be an active force during our professional lifetimes, and that, in recognizing the uniqueness, commonality, and value of all libraries, we will reach new levels of bibliographic control and, most importantly, new levels of service to all of our users.

Burnout: Buzzword or Reality

by
Sarah Barbara Watstein
Head, Reference Division
Hunter College Library, New York
(from the 1985 Conference)

This paper highlights a presentation on burnout entitled "Burnout: Buzzword or Reality," given at the 39th Annual Conference of the American Theological Library Association. The paper examines the following questions: What is burnout? Do I (or my staff) have it? Why do I (or my staff) have it? What can I do about it?

Definitions of burnout abound in the literature. What does the word burnout trigger in you? Does it mean feeling overworked? Pressured? Non-creative? Does it imply job dissatisfaction? Do you think of colleagues whose enthusiasm for their job has lead them to overextend themselves? Or, do you think of colleagues for whom chronic emotional stress on the job has so completely exhausted them, physically, mentally, and emotionally, that they cease to care about their work? Do you know others who began their career as inspired idealists, then something happened, something changed?

Before presenting definitions of burnout, several myths and misperceptions concerning this phenomenon will be discussed. It is commonly felt that burnout is attributable, that it is unique, to specific personality traits, or unique to specific professions, to specific working conditions, or to specific institutions. A second myth about burnout is that it is a sudden experience; a third myth about burnout is that it is isolated symptoms.

In fact, burnout is not attributable to any one specific personality trait, profession, working condition, or institution. It is an ongoing, gradual process, which is characterized by clusters of physical, mental, and emotional exhaustion symptoms and by behavioral changes.

As myths about burnout abound, so do misperceptions. Four are presented here. First, the scope of the problem is misunderstood. Secondly, it is felt that there is no total regeneration for burnout. Thirdly and similarly, it is felt that burnout has no redeeming features. Lastly, it is believed that burnout usually indicates a "bad" person.

In fact, the emergence of burnout as a specific area of research and analysis attests to the scope of the problem. Too, while there may be no total regeneration from burnout, there are suggestions for combatting and preventing the tendency to burnout that may help ease the symptoms of burnout and bring burnout into successful remission. In addition, burnout's redeeming feature consists of the fact that it can function as an impetus to reaching equilibrium, and equilibrium, most will agree, is valuable at work and in every area in life. The ever-present reality of burnout, then has the potential to strengthen. Lastly, it must be recognized that burnout does not indicate a "bad" person as much as a "bad" situation. Of course, this recognition must be tempered with the knowledge that some people are more at risk for burnout than others.

A final misperception must also be confronted. Both popular and scholarly literature have often confused or equated the concepts of alienation and stress with burnout. Some argue that burnout is the same phenomenon that Marx called "alienation," asserting that burnout is a cluster of anomic symptoms. First defined by Marx in the 1844 Manuscripts, alienated labor is the by-product of capitalism where human relationships are shaped largely by material interests. Alienation concerns the effects of commodization not only within economics, but also within the personal and interpersonal domains. Relationships become increasingly "thinglike" or reified. This, in turn, causes people to become detached from the process and product of work, from other people, and ultimately from themselves. While the result of burnout may be similar, burnout is not attributable to the same sources as alienation. Commodization does not necessarily have any role in the development of burnout.

Stress occurs when there is a substantial imbalance between environmental demands and the response capability of the individual. As the environmental demands increase, or the response capability of the individual decreases, the likelihood of stress becoming a negative experience, ultimately effecting a burned out state, becomes more probable. When the pathological end states of stress are considered (exhaustion, despair, apathy, psychopathy, meaninglessness, victimization, disruption of interpersonal ties, etc.) it becomes clear that it is possible to look at the consequences of stress without invoking the burnout level. Burnout is more often the result not of stress per se, but of unmediated stress, of being stressed and having no "out", no buffers, no support system.

In contrast to burnout, stress can be positive and negative; stress does not necessarily have a detrimental effect on productivity; stress is selective, while burnout affects all areas of a person's life; and the stress victim can redirect her or his energy. The burnout victim, on the other hand, has little energy or sense of direction and sees no "out" or solution to pressures, frustrations, or disillusionments.

With myths and misperceptions out in the open, a collage of definitions of burnout follows, each contributing to an understanding of this complex phenomenon.

> The loss of concern for the people with whom one is working [including] physical exhaustion [and] characterized by an emotional exhaustion in which the professional no longer has any positive feelings, sympathy, or respect for clients or patients. (Maslach and Jackson, 1977, p. 3)

> A subtle pattern of symptoms, behaviors, and attitudes that are unique to each person. (Mattingly, 1977, p. 131)

> A progressive loss of idealism, energy, and purpose experienced by people in the helping professions as a result of the conditions of their work. (Edelwich and Brodsky, 1980, p. 14)

> A state of mind that frequently afflicts individuals who work with other people. . .and who pour in much more than they get back from their clients, supervisors, and colleagues. (Pines and Aronson, 1981, p. 3)

> The result of constant or repeated emotional pressure associated with intense involvement with people over long periods of time. (Pine and Aronson, 1981, p. 5)

> A process that occurs when workers perceive a discrepancy between their input and expected output. (Farber, 1983, p. 6)

> Process by which a once-committed health professional becomes ineffective in managing the stress of frequent emotional contact with others in the helping context, experiences exhaustion, and, as a result, disengages from patients, colleagues, and the organization. (Muldary, 1981, p. 12)

Finally, the most effective strategy for combatting and preventing burnout is to cultivate and harbor the belief that burnout is an ever-present reality of which one must always be aware and with which one must always deal. There are no pat solutions, antidotes, or vaccines which can protect us from burnout. Awareness and knowledge of burnout contribute to preventing and combatting the tendency to burnout. If properly handled, burnout can be the first step towards increased self-awareness, enriched human understanding, and a precursor of important life changes, growth, and development.

The remainder of this paper explores characteristics of burnout, the causes of burnout, and strategies for combatting and preventing burnout.

Characteristics of burnout include a cluster of exhaustion reactions. Physically, burnout drains energy, strength, and resources. Low energy, chronic fatigue, weakness, weariness, accident-proneness, susceptibility to illness, and minor illnesses are experienced. These minor illnesses include headaches, ulcers, colds, allergies, gastrointestinal disturbances, back problems, and muscle tension.

Mentally, the burnout victim begins to psychologically withdraw from work in response to excessive stress or dissatisfaction, even disappointments. A burnout victim's thinking becomes rigid, arrogant, stubborn, and inflexible. Her or his creativity is lowered, motivation diminished. S/he begins to verbalize a sense of being overburdened, while at the same time visibly begins to work harder, proving to others that s/he isn't burdened.

Emotionally, the burnout victim experiences a range of feelings including helplessness, hopelessness, entrapment, frustration, apathy, and cynicism. Self-doubt and anxieties increase. A negative attitude towards one's self, work, life, or others often develops. Depression may slowly begin to impact itself in every area. (It is noted that the burnout victim's depression is time, condition, and situation specific, and is unlike clinical depression which is an overall condition with roots in the individual and her or his personal history.)

In addition to the above cited physical, mental, and emotional exhaustion symptoms, the burnout victim's behavior is also affected by burnout. Four types of strategies for coping with stress are noted. First, the burnout victim may employ a range of verbal and non-verbal coping mechanisms to distort the situation. These coping mechanisms may include: denial, displacement, reaction formation, intellectualization, compartmentalization, stereotyping, and minimizing physical involvement with clients. Other mechanisms may be employed to enable the burnout victim to move away from, avoid, withdraw, or escape from the source(s) of stress. Still other burnout victims will demonstrate explicit movement(s) against the stressful situation or its agent, such as aggression, attack, or hostility. Lastly, some burnout victims may evidence collaborative movement, ingratiation, or undue cooperation toward the source of stress or its agent.

These symptoms, in turn, affect the burnout victim's performance. The burnout victim, in fact, becomes impaired. S/he grows cynical and her or his positive feelings, sympathy, or respect for clients diminishes or vanishes. Line people deteriorate and work at lowered or reduced efficiency, exhibiting slight distortions in acumen or judgement, or major impairments such as increased absenteeism, alcoholism, drug addiction, suicide ideation, use of sick leave, resignation, and some victims' decision to leave the profession entirely. The reality of the impaired professional, who is unable to deliver optimum care, or provide optimum service, leads to the reduction of the effectiveness of the institution.

The causes of burnout are diverse. Of interest are the nature of the helping professions, characteristics shared by helping professionals, physical conditions of the library environment, and the image and reality of library work.

Librarianship, as other helping professions, is characterized by emotionally taxing work. Exposed to their patrons' psychological, social, and physical problems, librarians are expected to be skilled and personally concerned. The helping professions demand a client-centered orientation, the focus is on the people receiving the service. Yet, librarianship is also an institution-based profession. The tension between these two realities--client-centered vs. institution-based cannot be ignored.

Compounding this stress is the fact that many librarians share certain personality traits that make them choose human services as a career. These include a sensitivity towards others, humanitarian or people orientation, high degree of dedication and commitment to whatever they undertake, and goal orientation.

Characteristics of the library environment also contribute to burnout. Libraries are traditionally dull in color, noisy, poorly lit, poorly heated or air conditioned, and poorly maintained (in terms of housekeeping. "Out of order" signs are frequently visibleon antiquated equipment and no one knows how to operate new equipment. Office space is often cramped or crowded, rarely private, or separated from service areas.

The image of library work also contributes to librarians' burnout. Patrons, and even many librarians, perceive of their work as routine, clerical, unstressful, and non-competitive. Rarely is this the case! In fact, library work is challenging, varied, intellectually stimulating, stressful, and competitive. The impact and flow of information, and the impact of new technologies have contributed to the rapidly changing nature of the profession. The demanding nature of library work is furthered by the problems that patrons present and the stresses on libraries and librarians presented by the souring economy. Layoffs, rumors of layoffs, and cutbacks have reduced services to the public and curtailed purchases of materials and equipment. Other factors in the work situation influence whether librarians will burnout from the stresses inherent in their work. Libraries are often hierarchical/bureaucratic in their administrative organization, and characterized by minimal organizational flexibility. Librarians often have little to say regarding their hours, schedules, the physical plant, or other conditions which affect the quality of their work. The goals and services they help realize center around institutions over which they have little control. Service takes precedence over individual responsibilities, workloads, and deadlines, so librarians rarely feel a sense of completion or significance about their work. Opportunities for change and growth in such a context are limited.

Several strategies for combatting and preventing burnout are offered. These include individual strategies, such as self-monitoring and assessment of work stress, self help, organizational strategies, and managerial or supervisory strategies. Coping is seen as the link between stress and adaptation. It is the effort to master conditions of harm, threat, or challenge when an automatic response is not readily available. Coping involves a shift in the locus of control; it involves risk and responsibility. Successfully preventing and combatting burnout begins with an awareness of the problem. It's that simple. It involves taking responsibility for doing something about it. It requires achieving some degree of cognitive clarity. It depends upon developing new tools for coping and improving the range and quality of old tools.

Individual strategies such as self-monitoring and assessment of work stress begin with self-appraisal. The burnout victim must examine her or his individual stress points, and coping style. Keeping a burnout log, or a log of daily stresses, is recommended. Stress points--their time, with whom they occurred, and their circumstances, should be noted, in addition to coping strategies employed, and success or failure in coping. Self-defeating behaviors should also be recorded, as self-defeating attitudes. Personal accomplishment should not go unnoticed.

Assessment of work stress can be aided by various tests and profiles available to diagnose burnout symptoms. Maslach, for example, has devised a "burnout inventory" that measures emotional exhaustion by means of a seven point frequency-intensity scale. This could be adopted for librarians with minor changes in terminology. It could be distributed on a self-score basis or as an ingredient of a one to one interview.

Self-monitoring and assessment of work stress should result in the reappraisal of long and short term goals. The burnout victim should try to keep goals realistic. Priorities should be clarified. Problems that can and cannot be changed should be distinguished. The burnout victim should pay careful attention to acknowledge time as a precious and limited resource, and her or his own vulnerabilities.

In addition to reappraising one's goals, the burnout victim should identify means of self-treatment by constructing self-feeding lists of things to do when symptoms of burnout appear. These steps may include (1) contacting peer professionals away from the job and sharing problems or frustrations with them; (2) listing time and place when one intends to be assertive; (3) seeking better supervision; or (4) looking at the social support groups one belongs to and identify which provide a listening function, which offer technical support, technical challenge, emotional support, emotional challenge, or which function to help one share reality. In-house programs also constitute means of self-treatment and should not be overlooked by the burnout victim. These include utilizing the sabbatical option if it exists; continuing education; attending a seminar, conference, etc. that is not charged to vacation; or using the mentor system if one exists.

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Current Status of Old Testament Studies

by
M. Pierce Matheney, Jr.
Midwestern Baptist Theological Seminary

Such an ambitious subject! Perhaps it would be well if I were at first to explain a little about my own personal history in relation to the discipline of Old Testament studies. After graduating with a double major in English and Religion from Baylor University in 1952 and taking time out for an M.A. in English Literature at Brown University, I entered my B.D. program at Southern Baptist Theological Seminary in 1953. My teachers in what became my specialization were William H. Morton in Biblical Archaeology, J. J. Owens in Biblical Hebrew, Eric Rust in Old Testament Theology and Philosophy of Religion, and Clyde T. Francisco in Old Testament Literature and Interpretation. This strong and capable faculty lured me away from what had been an equally strong interest in Greek and New Testament to a devotion to the Th.D. program in Hebrew and Old Testament.

Through a process of "thesis hangover," I remained connected with Southern Seminary until 1965 when I finally finished my dissertation on "The Relationship of Ancient Near Eastern Sympathetic Magic to the Symbolic Acts of the Hebrew Prophets."(1) My oral examination committee consisted of Clyde Francisco, my supervisor, and my older contemporaries (who had meanwhile become my teachers and colleagues) Joseph Callaway, Marvin Tate, and Page Kelley. Events within the Southern Baptist Convention and at Southern Baptist Theological Seminary had already conspired to give me early experience as a teacher.

I had been elected during my first year of Th.D. work to become an instructor in Biblical Archaeology for Morris Ashcraft who was scheduled for a sabbatical during 1958-59, when we suddenly lost, through dismissal, Morton, Ashcraft, and others of the thirteen professors who had been half my theological faculty during my B.D. years. After counseling carefully with Bill Morton, for whom I had served as grader and teaching fellow in Biblical Archaeology, I concluded I should remain as instructor and finish my Th.D. Francisco, who had almost accepted a position at Southwestern Baptist Theological Seminary, came back. J. J. Owens was reconciled with the Duke McCall administration in July, 1958, and Joe Callaway came back to Southern after a year on the faculty at Furman

University. Page Kelley and Marvin Tate were soon added to the faculty and my program came together again.

My early acquaintance with the larger world of Old Testament scholarship began with books, but it soon became very personal. For example, Southern Seminary hosted the national meeting of the Society of Biblical Literature, National Association of Biblical Instructors (NABI became AAR ten years later) and the American Schools of Oriental Research in December, 1957. I discovered that G. Ernest Wright was a distinguished looking Christian gentleman, not merely the author of the current textbook (and co-author of the Westminster Atlas) for Biblical Archaeology.(2) I heard George Mendenhall read his paper on the numbers of Hebrews coming out of Egypt in the same classroom where I had been taught Biblical Archaeology.(3)

The first year of my instructorship our textbook for Old Testament survey was Bernhard W. Anderson, Understanding the Old Testament, and the second year it was Norman K. Gottwald, A Light to the Nations.(4) In December 1959, before I had even taken my preliminary examinations for the Th.D., I began conversations with President Millard Berquist and my future colleagues, Ralph Elliott and Roy Honeycutt. This led to my coming as assistant professor of Old Testament to Midwestern Baptist Seminary in August 1960. I have been here ever since. I was plucked green at the age of 29, and it took me five more years to finish my dissertation. Having jumped from the Southern Seminary frying pan into the Midwestern Seminary fire, I discovered that Ralph Elliott was writing a book called The Message of Genesis for Broadman Press. It was published in 1961. I lost the head of my department and treasured teaching colleague through dismissal in October 1962. Roy Honeycutt and I carried on.

Formative influences on my early teaching of the history of Israel were the textbook by John Bright, and a classic two volume set by Oesterly and Robinson.(5) I was also given responsibility for an elective course in Old Testament literature which helped form my continuing scholarly interests.

Thanks to generous institutional policies at Midwestern, I was encouraged to attend the national annual meetings of SBL, NABI (AAR), and ASOR and given a membership in these scholarly organizations with their excellent journals. I have also been afforded two excellent sabbatical year experiences. In 1968-69 I was privileged to study with G. Ernest Wright, Frank Cross, and Tom Lambdin at Harvard. Then in 1979-80, I spent a year at Cambridge studying with Ronald

Clements, J. A. Emerton, and Hugh Williamson. While in Great Britain I did a special piece of research on the lives, teaching ministries, and students of two great British Old Testament scholars, H. Wheeler Robinson and Theodore H. Robinson.(6)

The friends I have made at the annual national and regional scholarly meetings and during the course of these two sabbatical years have greatly broadened my comprehension of the field of Old Testament studies. I became an Associate Member of the British Society for Old Testament Studies (lovingly known as SOTS) and attended their winter meeting in London in January 1980. I receive their excellent Book List, published each year.

An insurmountable problem as a busy theological seminary professor, doing supply and interim preaching on Sundays, and trying to write occasionally was to keep up with the flood of secondary literature in my discipline of Old Testament studies.

I was fortunate upon arriving at Midwestern to make the friendship of and become the beneficiary of the wise counsel of our librarian Keith Wills. He was very punctual in sending around full accession lists and I read and filed these carefully. He was most cordial to suggestions from the faculty for further accessions, encouraging each of us to peruse the publishing house ads carefully for written recommendations to the Library. I made a habit of reading the book review sections of my scholarly journals, even if I didn't have time to read all the articles or pursue every book. I kept purchasing books through the mail and from the display tables of the publishers at the annual meetings. I tried to work with our campus Baptist Bookstore to see that we stocked recent and relevant items, and to keep my required course textbooks and parallel readings up-to-date.

When David Weekes became our Librarian in 1966, he instituted the policy of photocopying the table of contents of the issues of journals selected by each professor. We could then mark the table of contents for items which we wanted to receive as off prints. This has been both a real service and a mixed blessing. Formerly I was forced to peruse the periodical shelves several times a month to attempt to keep up. Now I find I am ordering more off prints than I have time to read and file!

The variety of elective offerings for which I have been responsible on a small faculty has forced me to remain acquainted with a broad variety of secondary literature in my field. I have naturally concentrated on the prophets and their historical background during the kingdoms period. This motivated me to accept the writing assignment for the Broadman Bible Commentary of the Introduction to 1-2 Kings, and the commentary on 1 Kings.(7)

I was also able to use my Hosea material in preparing the study guide for a Seminary Extension Department College Level Course on Hosea, "God's Wounded Love," prepared for use in preparation for the January Bible Study of Hosea.(8) Other January Bible Study book selections which have stimulated writing interests were in Amos, Job, Exodus, Jeremiah, and Psalms, for the last of which I did another Seminary Extension Study Guide.(9)

The elective offering which has stimulated me the most in keeping up with my field of study is the course in Old Testament literature. When I arrived at Midwestern, beginning Old Testament students were expected to master S. R. Driver, An Introduction to the Literature of the Old Testament; W. F. Albright, From the Stone Age to Christianity; Aage Bentzen, Introduction to the Old Testament (2 Vols. in one); with H. H. Rowley, ed., The Old Testament and Modern Study the first year of seminary.(10) Needless to say, this requirement has changed through the years. Through the 1960's, we used John Bright's A History of Israel along with some technical German introduction, such as Artur Weiser or Sellin-Fohrer.(11) In more recent years, we have used Kenneth Kuntz or Bernhard Anderson along with John Bright, our current requirement.(12)

I have tried to design the Old Testament literature elective to take the student beyond the beginning year into a more detailed understanding of the history of Old Testament research and the present status of its "growing edge." For years, the students had to read Herbert F. Hahn, The Old Testament in Modern Research.(13) Along with this, the students were required to read a more technical introduction, such as Otto Eissfeldt's.(14) As my own interests moved more in the direction of the form critical approach to the Old Testament, I required first Klaus Koch's The Growth of the Biblical Tradition, and then John H. Hayes, ed., Old Testament Form Criticism.(15)

My respect for the balanced conservatism of British Old Testament scholarship had made me look forward to the SOTS effort destined to update Rowley's Old Testament and Modern Study. But it appeared five years too late. G. W. Anderson expressed great frustration to me in September 1979, when he told me that all the contributions save one had been in place since 1974. Tradition and Interpretation was out of date by the time it was published.(16) Instead I have moved to the use of John Hayes, An Introduction to Old Testament Study and Brevard Childs, Introduction to the Old Testament as Scripture.(17) Childs' program for canonical criticism is less flexible or desirable than that of James Sanders or Joseph Blenkinsopp, but the practice of his theory in his magisterial Exodus commentary is more convincing than the theory itself!(18)

Just this past year, I found the most satisfying recent discussion of method in Old Testament study, John Barton, Reading the Old Testament.(19) Barton knows the traditional methods well and uses Qoheleth (Ecclesiastes) to illustrate their application. But he is a master especially at structuralism, the "new" literary criticism, and reader-oriented approaches to hermeneutics. He puts Childs' canonical criticism in its place and succeeds in balancing his evaluation of what is useful in all the methodologies for Old Testament interpretation under the category of "literary competence."

Other individual books of the Old Testament canon have received special attention in recent publications. In preparing to teach my Genesis elective this Spring, I discovered several helpful approaches. Brueggemann's Interpretation commentary provided just the right foil to von Rad's classic tradition-history interpretation. (20) I love to read anything that Brueggemann writes about the Old Testament and he writes voluminously! He has brought the message of Genesis into the full light of its re-interpretation in the New Testament for teachers and preachers to use. So he theologizes from the canonical stance more imaginatively than Childs! Suggestive parallel reading has been supplied by George Coats in the form critical series on Genesis, Kikawada in a synchronic reading of Genesis 1-11, and by Millard and Wiseman, et. al., in a series of essays taking the patriarchal stories more seriously than Thompson and van Seters would allow them to be taken.(21) But the gem of recent publication on Genesis is the encyclopedic Biblischer Kommentar by Westermann which has now been translated for Genesis 12-36 as well as Genesis 1-11.(22) Its exhaustive bibliographies for every issue of interpretation in the text and trenchant critique of where Genesis studies have been moving in recent scholarship should satisfy the cravings of the most radical Old Testament bibliophile amongst us.

Psalms study has benefitted from the revision of the most balanced and helpful introduction to Psalms study, Bernhard Anderson's Out of the Depths.(23) We are indebted to the imaginative interpretation of Walter Brueggemann's more recent and readable commentary on the Psalter. We also may be justly thankful for the continuing balanced treatment of the whole Old Testament by Anderson, whose introduction has just come out in a fourth edition.(24)

Wisdom literature continues to benefit from publications by James Crenshaw, who has also just published an Old Testament introduction.(25) The study of the history of Israel has been advanced considerably by the endeavors of John Hayes and Max Miller, who have now followed their editing of a set of essays on the various periods with the recently published _A History of Ancient Israel and Judah_.(26) Though I have not yet read this recent volume, I know it will be stimulating and thought-provoking. John Hayes also has a recent introduction to the history of the discipline of Old Testament theology.(27) It seems to me the dialectical approach to that subject advocated by Brueggemann in a pair of articles in _Catholic Biblical Quarterly_ will move that discipline further than it has gotten by the recent theology from Brevard Childs.(28)

My own recent pilgrimage has been moving me back in the direction of biblical archaeology and the religion of Israel in relation to that of the ancient Near East. Having despaired of becoming a dirt archaeologist, I find myself taking off tomorrow for becoming just that, as an area supervisor-in-training for the LAHAV project at Tell Halif, ten miles north of Beersheba. I am not particularly impressed with recent literature in this field and am dependent upon regular perusal of _Biblical Archaeologist_, _Bulletin of the American Schools of Oriental Research_, and that facinating tabloid, _Biblical Archaeology Review_ to keep up with what is going on.

My interest in this area has been stimulated by a writing assignment I did for _Biblical Illustrator_ on "The 'Isles'," in which I acquired a renewed appreciation for Israel's contacts with the Mediterranean world, beginning with Mycenaean trade objects found in Late Bronze Age strata, and continuing through the invasion of the "sea peoples," interaction with Philistine "coastlands," and the rising sea power of Phoenicia, with whom David and Solomon during the united monarchy, and Omri and Ahab during the divided kingdoms, were both allied.(29) After the fall of Jerusalem, the Second Isaiah saw these "isles/coastlands" as a symbol of the ideal extension westward of Yahweh's universal concern for the nations, and Israel's mission, or that of an ideal servant-to-come if Israel did not fulfill it, to the nation.

While attending a Biblical Archaeology Society Vacation Seminar at Alfred, New York in July 1984, I discovered from teachers Joe Seger and P. Kyle McCarter that I had missed something important in the reading of my journals. I have not been a specialist in that branch of endeavor known as Northwest Semitic epigraphy, even though I had studied with two eminent experts, Frank M. Cross and J. A. Emerton. Now I was presented with the fascinating discoveries, both inscriptions and pictures, from Kuntillet 'Ajrud in the Sinai peninsula between Kadesh-Barnea and Eilat. They were from about 800 B.C. and contained hymns and blessings, betraying Phoenician and North Israelite influence. The tests mentioned not only El and Baal but also Yahweh, and he is called Yahweh Teman (Yahweh of the Southland) and Yahweh Shomron (Yahweh of Samaria). There may be a reference to Joash the King (called here Ash-yaw). The implications for the history of Israel's religion in the kingdoms period startled and amazed me. I determined to catch up on these discoveries, and committed myself to read a paper on the subject of "Some Implication of the Pictures and Inscriptions from Kuntillat 'Ajrud for Israelite Religion" at the Spring section meeting of Central States ASOR meeting on our campus in April 1985.

I discovered an extensive bibliography on the subject beginning with Ze'ev Meshel, the excavator of the site, and his article in BAR entitled "Did Yahweh Have a Consort?" For you see the most startling feature of the texts was the mention three times of "and his Asherah" after Yahweh Teman or Yahweh Shomron.(30) The pictures beside the inscription mentioning "Yahweh of Samaria and his Asherah" were of two bovine creatures, male and female on one side, and a female harp player seated on what looks like a throne chair on the other!

The import of these discoveries really hit the archaeological and Old Testament scholarly community later that year in an issue of BASOR, which reported a "Yahweh and his Asherah" inscription also from Khirbet el-Qom in the southwest hill country of Judah from roughly the same period.(31) Then there were two excellent papers read at the national scholarly meetings (AAR, ASOR, SBL) in Chicago in December.(32) Kyle McCarter put me onto another excellent recent article in an obscure journal by Moshe Weinfeld.(33)

My paper turned out to be a lecture with slides, McCarter graciously allowing me to use his interpretations of the texts which he had seen first hand because Meshel came to him for confirmation of their approximate date. I ended up dealing with questions raised by these finds and their interpretation, such as "What is an Asherah? What kind of Yahwism is represented at Kuntillet 'Ajrud? What is Kuntillet 'Ajrud and what is it doing there? What Judean or North Israelite kings had business there? May the pictures at Kuntillet 'Ajrud represent Yahweh's Asherah?" I have not published this material and will not do so until the definitive publication of the texts by Ze'ev Meshel, due out hopefully later this decade.

I have now seen the display in the Israel Museum of Hebrew University, a special catalogue of which was published back in 1978, catching the eye of some scholars. This brings me to say that I have found the study of the land itself in four recent visits to be infinitely more satisfying than what can be learned from books. I am gratified with John Day's third edition of the very useful Oxford Bible Atlas and encouraged by the archaeological component of the best recent on-volume Harper's Bible Dictionary edited by Paul Achtemeier.(34) It does not replace IDB, but brings us more up-to-date.

The most significant and avant-guard challenge to the whole of my field is the sociological approach to the Old Testament harking back to Max Weber, but promoted recently by Norman K. Gottwald, in his programmatic Tribes of Yahweh, and in a more balanced way in his The Hebrew Bible: A Socio-Literary Introduction.(35) This new direction has been largely the result of the original researchs of George F. Mendenhall and is now mediated to our scholarly community by the judicious and balanced judgment of Robert Wilson.(36) Wilson's work on genealogies and prophecy is more convincing than Mendenhall's or Gottwald's view of the conquest or settlement of Israel as a peasant's revolt in the Marxist mold. But Gottwald has written a very learned and stimulating introduction which my next Old Testament literature class will have to read just because of the marvelous collection of research it represents. They will also, of course, be reading the most recent and readable set of critical essays on the status of Old Testament studies to have been published. I've deliberately saved this to the last so that I could end by exhorting you to read Old Testament Abstracts and if you want a definitive discussion of the trends in my discipline from 1945 to 1980, read Douglas Knight and Gene Tucker's collection of essays entitled, The Hebrew Bible and Its Modern Interpreters.(37)

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Denominational Publishing (Protestant Church-Owned Publishers' Association) and Theological Libraries

Presider: Howard Gallimore, Supervisor, E. C. Dargan Research Library, Baptist Sunday School Board, Nashville, Tennessee

Moderator: Rosalyn Lewis, Librarian, The United Methodist Publishing House, Nashville, Tennessee

Panelists: Paul Miller, Director of Sales and Advertising, Nazarene Publishing House, Kansas City, Missouri; James Hough, General Manager and Publisher, Herald Publishing House, Independence, Missouri (Reorganized Church of Jesus Christ of Latter Day Saints)

In February, 1949, the executive heads of 24 church-owned publishing houses authorized the formation of a trade association. The Protestant Church-owned Publishers' Association was incorporated in 1951, and now has a membership of 31 denominational publishing houses.

PCPA exists to serve the common interests and needs of its member houses as they engage in denominational publishing on behalf of the denominations they serve. Central to the organization is the fact that denominational publishing is a vital ministry of the Church of Jesus Christ. At the same time, the church-owned publishing house is commercial in nature because it must operate as a self-sustaining venture.

PCPA provides an opportunity to share common problems and to work together for solutions. Representatives from small or newer houses are able to call on expertise and experience of those from larger, established houses. Theological differences are put aside, and common concerns receive primary focus.

Denominational publishing is unique because perceived and expressed needs of the church must be met at reasonable costs, but the publishing house must, in most instances, be self-supporting. Thus, decisions to publish materials not directly related to the programs of the church must be considered in terms of marketing and sales of those items.

Among questions and comments of persons attending were concerns about the difficulty libraries have in remaining on publishers' mailing lists. Catalogs are a primary selection tool, but libraries are purged because the publisher has no record of purchases through a jobber. The durability of published materials (quality of paper, binding, etc.) is a matter of concern to librarians because of the library's responsibility for preservation of knowledge. Questions were raised about steps being taken to preserve denominational materials beyond their expected use.

The Far West as Theological Place:
The Mormons in Missoui

by
Paul M. Edwards
President, Temple School
Independence, Missouri

Gathered as you are today in the sovereign state of Missouri, not far from the busy centers of this fine city--now grown larger than either Westport or Independence--it may occur to you that this is a strange place for a religious mecca--for a "city on the hill!"

But so it is; the Center, the ultimate response of a people--now numbering in the millions--for whom this sacred ground is the conclusion of events set in motion in 1823 and growing stronger every year.

Based on an experience occurring to Joseph Smith, Jr., a young man from New York State, Mormonism has emerged as a significant political and economic reality as well as a religious phenomenon. With the possible exception of Mary Baker Eddy's Christian Scientists, it is the only truly American religion; one which both reflects and challenges the American religious tradition. Critics charge that Mormonism is a nation: living with its own distinct past, its own basic language (deseret), its own literature and culture, as well as defined geographical boundaries. But such a view may miss a very important point.

Probably the most important current account of the church is that of Dr. Jan Shipps, an excellent scholar of Mormonism. In her work Mormonism: The Story of a New Religious Tradition (University of Illinios Press, 1985), she suggests the movement is a cult, but not one in the usual sense of the word. By definition, a cult is a group that mounts a challenge to the basic understandings of a traditional story; and it does so by adding to it, subtracting from it, or rearranging it in some radical form. While this often means rebellion from an existing movement, Shipps uses it to acknowledge that Mormonism has been a radical departure from basic Christianity, in the same way that Christianity was a radical departure from Judaism. In Mormonism, the altered story becomes central to a new and different system of beliefs and begins to tell a new narrative: one which relates to its followers a unique past, a past which is essential to their own existence, and which is different not just in degree but different in kind.

The difference as much as anything lies in the Mormon concept of sacred space. Traditionally sacred space has been that place where men and women experienced God. Societies built temples therefore to acknowledge the experience, and hopefully to relive it. For Joseph, however, sacred space appears the other way around. He envisioned a space which contained the promise of divine experience yet to come--what Mormonism calls the endowment. This expectation of divine location, where tradition and sacramental past will join with human needs and expectations is a presence signified--at least conceptually--by the midwestern city of Independence, Missouri.

<u>Why Missouri</u>?

No where, then, is the concept of place more important for Mormons than Independence. There, sacred space becomes a conscious force and a sub-conscious motivation. In this spreading urban area, Mormons seriously envision the place and theoretically project it while at the same time pragmatically locating fast food franchises in relation to temple lot properties. Not only hundreds of thousands, but literally "millions" watch the events of Independence for signs of the future.

In July of 1831, Joseph Smith II was in Independence, and there expressed what he believed was the will of God, when he identified the spot for the building of a temple--from which would flow future endowments of the spirit of God.

> Behold, the place which is now called Independence, is the center place and the spot for the temple is lying westward upon a lot which is not far from the courthouse; wherefore it is wisdom that the land should be purchased by the Saints; and also every tract lying westward even unto the line running directly between Jew and Gentile.

The process had begun. On the 2nd of August, Joseph assisted a small group of his followers in laying the first log of a house to be the foundations of Zion in Kaw Township, some twelve miles west of Independence. The log was carried and placed by twelve men in honor of the twelve tribes of Israel. The following day the spot for the Temple, just west of the emerging town of Independence, was dedicated. And on the 9th of August, Joseph and his party left Independence Landing pushing their canoes that night as far as Fort Osage. Their brief visit marked the church, and Independence, for generations to come.

Located as it is in the fertile valley of the "Little Blue," Independence, Missouri was a frontier town known primarily for its wild and woolly send-offs to Western America. The last staging area for the Santa Fe, California, and Oregon Trails, it was the location of what Joseph Smith called Zion--which early saints associated as the "Center Place," and as the "Kingdom of God." This obviously biblical concept is significantly different from the Bible rendition in a manner worth mentioning. The Enoch concept which Joseph himself added is necessary in order to fully appreciate his variation on the Zion image in the Bible.

In ancient Israel, monarchy and cult were not separated; the king being the leader of the cult as well as of the government. This was true primarily because the state and church were the same. Joseph's experience, however, reflected a view counter to this, with government and cult being separate. Two things sponsored this. First was Joseph's literalistic interpretations. Second, his heritage as a well indoctrinated member of the anti-establishment body of Western America. Both led him to consider the religious image of a cult to be distinct, in fact separate from, that of government.

Basically, however, the relationship between the religious community--called Zion--and the political society--called Kingdom--resided in the leader who was leader of both. Thus while the separation existed in theory and theology it did not exist in fact, for the leader brought the two together. And they came together not as unified entities but as visions in the same mind. While his pronouncements suggest the kingdom and the cause as being separate, his theological assumptions and political activism were such that the two were one. As he found himself pragmatically involved in the cause of Zion he was immediately immersed in political structuring. The more he structured, the less separation was distinctive and the more his community resembled Old Testament concepts.

The confusion with the juxtapositions, in the Reorganization for example, between the Kingdom of God (God directed) and Zion (human initiated) continues to haunt the Mormon mind. These may be united in the "fullness of time" through the heart and mind of the prophet, but in the meantime is a source of anxiety for the church.

Granted, the idea of Zionic community is currently seen more as an attitude than as fact, the older and more conservative person remembering the concept of place as a literal expectation of God and of his people. The younger and more liberal members are more likely to sense Zion as a condition of the people and disinclined to grant independence any sacred or mystical powers.

Equally as true, however, for thousands, perhaps even millions, this is the spot where Christ shall come again. With him will come the millennium and the Zionic community--the Kingdom of God on earth--the endowment of assurance rather than promise. For the fundamentalist located among the Utah based aspect of the movement, this will be signified by the building of the Independence temple which will serve as signal as well as location for such an event. Among the Reorganization, whose headquarters rests on the far corner of the temple lot, the building of a temple is systematic in the development of Zionic attitudes and contributes to persons increased awareness of their contract with Christ, but it is not millennially related except among a very small fundamentalists group.

It was the nature of this early understanding which allowed Joseph to both mimic and deny the current communitarian ideas of his times. The Zionic community, while obviously influenced by the theory of communitarianism is not a good example of it: even less so at Independence than at his other communities at Nauvoo, Kirtland, and Far West. When the church finally located in Nauvoo and had a real chance to build what had hitherto before been only theory, it did not create a community of the current communitarian mode. There were characteristics (but not imitations) of the economic communities of Silkville, Kansas, the transcendental fellowship of the Harmonists nor even the "Community of Transcendence" known as the Amana Society.

Rather, Nauvoo took the shape of a typically American frontier town, looking and acting as a hundred other community regions. The fact that it was <u>not</u> typical lay in its attitude, in the autonomy of the charter, in the religious nature of the people, and in the acknowledgement of Joseph as military, economic, social, religious, and governmental leader.

In Nauvoo, as was true in Kirtland, the structure of the church community reflected the American government which had served as midwife. But it was not democratic as much as it was theocratic. That is, the church, like the community, was to be directed by leaders and aristocracy of priesthood who were knowledgeable of God's wish for the people. Under Jospeh was established a strong prophetic authoritarianism, even while demonstrating a wide sense of democracy among the people.

It was possible to lead these people whose religious convictions acknowledge their own prophetic judgments because of the charismatic nature of Joseph II's leadership. He invoked a strong personal response which demanded, and usually got, loyalty or else hatred. It was this loyalty which first challenged, then overcame, the majority of strong congregationalists tendencies in the church.

Brief History of the Church

The movement began officially as the Church of Christ in Fayette, New York on the 6th of April, 1830. Prior to that time there had been little effort to identify the events which had occurred or to explain their significance to those who had accepted the ideas and the teachings of the founder Joseph Smith, Jr. The early accounts are often fuzzy and contain gaps of rememberance but as they come into place over the next few years they begin to form the background for the character of the church.

The events reflect that as a teenager Joseph Smith, the son of an intelligent but not economically successful farmer and his wife, had an experience which suggested that he would be instrumental in bringing about the fullness of the gospel in his time. This was to be accomplished in part through a record of Jesus Christ's visit to ancient America, translated by virtue of divine intervention, and eventually printed as the Book of Mormon in March of 1830.

Over the years the church, whose name was changed to the Church of the Latter Day Saints in 1834, and again to the Church of Jesus Christ of Latter Day Saints in 1835, expanded, pushed by missionary activity among the American Indians considered to be descendants of the Lamanites, of which the Book of Mormon was a record. The message was based on the antiquity of the gospel, the restoration of the church through the prophet Joseph Smith, and the fulfillment of God's covenants concerning the return of Christ to a particular place. That place, as yet unidentified, was to be the Zion, the center place, the New Jerusalem.

In May of 1831, missionaries sent from Kirtland, Ohio to Missouri returned suggesting that this place which marked the border between Gentile and Lamanite country was a place for colonization. Joseph sent fourteen missionary teams into the area to prepare it. One significant group had moved in mass from Colesville, New York and established a grist mill and small village in 1831--calling it Colesville. It was located about 12 mile west of what eight years later would be Kansas City: situated at what is now 39th and Troost near Troost Lake. Within a short time, as we have seen, Missouri was recognized as the location and Independence as the place. By the middle of 1833, over 1200 members were located there, where they purchased about 2000 acres for the church.

Unfortunately the Mormons did not fit in as well as they had hoped. Coming essentially as Easterners into a land settled primarily by persons from the South, there was trouble enough. But the political and economic characteristics of the people did little to ease the situation.

During the month of April in 1833, when Westport was just being established some three miles above the Landing, the first of several mobs gathered in Independence determined "to move the Mormons out of their diggin's." They did little but talk however and the trouble seemed to blow over.

Early in their occupancy the Mormons had established a press. It was the most westwardly such press. On July 20, 1833, they published an editorial "Free People of Color" in The Evening and the Morning Star. A current reading would make one wonder why it was seen as important but, at that time, the Mormons attempt to express their neutrality in the slavery question proved too much. Later in the same day, a petition was signed by some of the most important people in Jackson County, demanding the Mormons leave the county. On the more violent side, the brick printing office--the current location of the Chrisman-Sawyer Bank in Independence--was torn down and Mormon owned businesses sacked. Two of the church's representatives were captured, tarred, and feathered.

By the 23rd of July, 1833, a treaty was signed under pressure by which the Mormons agreed to leave Jackson County, half by January and the rest by the end of the year. The non-Mormon crowd was not satisfied, however, and a variety of incidents occurred: a dozen homes burned, the Colesville gristmill attacked, and, eventually, near Wilson's store on the Blue, there was an exchange of gunfire. Men on both sides were shot. This and the Mormon attempt to organize let to the word that the "Mormons were uprising." In reality, the Mormons, well aware of mob action, had collected their belongings and families and had gathered on the temple lot. It was from there they were rounded up by the Militia and forced to leave. The good citizens of Clay County to the north opened their homes to them. And they fled. The experiment in Independence had temporarily failed.

But the church was not without response. And while not billed as a reaction, a military expedition left from Kirtland, Ohio on the first of May 1834, marching to Jackson County to redress grievance and reestablish the Mormon presence. The movement was slow and, while as unsuccessful as it was militarily uneventful, its pressure did bring a series of offers to buy out the Mormon land. By June 18th the group, known collectively as Zion's Camp, reached Richmond between the branches of Fishing River. There an attempt was made to meet the Mormon forces in battle when Missourians from Jackson county tried to cross the river but failed.

The camp moved on to Liberty on the 23rd, avoiding Clay County, and were stopped dead, not by the military, but by cholera which broke out on the night of the 24th and which took thirteen lives. The military aspect of the camp became secondary and the effort broke up.

But life in the far West was not working out too well either. Mormons were not only "geographically out of place." In many ways they were an "anachronism, straight out of the seventeenth century. Their values were those generally held by conservatives: a stress on order, kinship, hierarchy, authority, and religion--plus a premonition of social class, which made them not only suspicious but openly rebellious to Protestantism's perpetual dissent." (Warren Jennings The City in the Garden)

By early summer it had become a problem, and on the 29th of June 1836, things got to the point that the non-Mormon population of the county had drawn up a series of resolutions--polite and well meaning--asking the Mormons to leave.

Alexander W. Doniphan, a friend of the Mormons and an influential political leader, sponsored a bill organizing the occupied lands in the Northern part of the state into Caldwell and Daviess County. A bill passed in December of 1836, recognizing the Caldwell County was to be an Mormon county. The county seat was located in Far West where court was held in the Mormon schoolhouse.

It was only a short period, however, till the people began to spill over into Daviess, Livingston, Clinton, and Carroll Counties. Fearing the Mormon vote as much as anything, the overwhelmed Gentiles soon turned to mob action. The Mormons, getting less

Christian in their response to their enemies, fought back, creating a serious fear of the "peculiar people." In time the confusion and fear led to the infamous order from Missouri's Governor Boggs:

> Your orders are, therefore, to hasten your operation with all possible speed. The Mormons must be treated as enemies and must be exterminated or driven from the State if necessary for the public peace.

While this order was not carried out and the military showed considerably more restraint than one might expect, mobs took the order literally and moved against the Mormons, the most significant action being the massacre at Haun's Mill on Shoal Creek in Livingston County in October of 1838. Seventeen were killed, fifteen wounded including small children, and Mormon supplies for the winter burned or stolen. Joseph Smith and Sidney Rigdon managed to avoid the execution orders for themselves but were imprisoned in Liberty. Joseph and other members of his party were later allowed to escape in April of 1839 while being transferred to Boone County. They fled to Quincy, Illinois.

Once again, the Mormons were on the move, and the remaining Saints gathered their limited belongings for the long trek across the state toward Illinois. Joseph, meanwhile, had negotiated to buy Commerce, renamed Nauvoo, Illinois.

During the brief years at Nauvoo, the church prospered. The Saints built homes, stores, a community. These were perhaps the best years. But they were not to remain so. The Saints for a variety of reasons--political block voting, military autonomy, in-house economic and business practices--found themselves in the midst of squabbles with the citizens of Illinois. As well, serious disagreements between members of the church over doctrine and practice eventually led to violence. It was such a case--the destruction of an anti-Joseph newspaper--that led to Joseph and Hyrum Smith's imprisonment. It was there in Carthage, Illinois in 1844, that the brothers were shot and killed by a mob.

Following their deaths, the saints were forced to leave Nauvoo. But at this time, there was no leader to gather them into action. Brigham Young, president of the Council of Twelve Apostles and himself a powerful personality, rose as a leader, capturing the loyalty of the majority of the members. Under his leadership, Nauvoo was abandoned and the long and eventful move to the Salt Lake Valley began.

Left behind were many who (for a variety of reasons) did not wish to go. These included Emma Smith (Joseph's widow) and her immediatefamily. Over the next ten years, these Saints scattered under semi-expectant leaders, pretenders, false prophets, and administrative coordinators. While the larger faction struggled to settle the Utah frontier, meet the challenges of that arid land, and establish the church once again as both community and kingdom, the remainder struggled over their own brand of disunity seeking some rallying point. It did not come until late in the 1850s when a significant number of the Saints reorganized the church.

Gathering members from all over, these earlier followers sought to reestablish the church as they understood it. In time they were joined by the founder's son, Joseph Smith III. On April 6, 1860, at the Amboy Conference in Wisconsin, he reluctantly accepted the responsibility as president-prophet of the Reorganization and held that position until his death in 1914.

The story of the Mormons in Salt Lake City is one of dedication and poineering spirit, confrontation with the government of the United States, and slow but grudging acceptance as a political and religious reality in America. Those remaining in the Midwest, known as the Reorganites, were smaller, more inclined toward protestantism, and altered by the need to get along.

Return to Independence

Almost from the beginning, the Reorganization was interested in returning to the "goodly land" of Missouri. There were Mormons who had maintained themselves in this area, and there were others who began to move back even before the Reorganization, but they represented a small number. The first of the new families returned in 1867 and while they received some challenge there was nothing of the emotional and violent reaction of an earlier time.

In December 1859, a small group led by Granville Hendrick met at Crow Creek. While affirming their belief in the basic scriptures of the church, they denied many of the doctrinal and traditional concepts, including the idea of lineal priesthood of the president of the church. In time, they pulled away and established their own church. They moved to Independence in 1867, where they were able to purchase land which included the Temple Lot. They have maintained it until this day.

By 1869, the Saints in Missouri were allowed to meet in the Independence courthouse and by 1873, the local Baptist church was offering them the use of their baptismal font. In 1877, Joseph III visited and while he found that some strain remained, it was nothing as he had feared.

In the meantime, the Reorganization had located its headquarters first in Plano, Illinois, where the publishing plant had existed. Then under economic and spiritual pioneers called the Order of Enoch, the church moved to the Iowa-Missouri border, at Lamoni, where they built a small village on the spot of old Sedgwick, Iowa. The church headquarters soon followed, as did the publishing plant and eventually a college.

At the same time, efforts were continuing in Independence. Eventually a district was formed in 1878 with some 35 members. By 1884, they had a membership of 350. The Center Church--later called the Stone Church and located across from the Temple Lot--was dedicated April 6, 1888. It still stands and serves as the headquarters congregation even though there are more than fifty such congregations in the greater Kansas City area.

Despite the fact that the headquarters remained in Lamoni, the Reorganization's General Conferences of 1882 and 1885 were held in Independence, partly to establish their right to be there, but more importantly, as the fulfillment of long held dreams. During that time, the Saints continued to gather and to accumulate resources. In August of 1907, the foundations were laid for the Independence Sanitarium and Hospital, the first such medical facility in the area.

By the 1920s the church had made its final move in the long journey to settle at the site of the kingdom promised. The headquarters (along with most of the official family of the Reorganization) moved, establishing themselves eventually on the corner of River and Walnut--a piece of the original land--where they completed the Auditorium which now serves as the World Headquarters and conference chambers for the Reorganization.

Mormons Today

Today, the movement consists of about seven million persons represented in over 400 dispersions located all over the world. The largest group is the Latter-day Saints, headquartered in Salt Lake City with a world-wide membership of over six million. This movement represents a vast empire of dedicated persons, wealth, and power and is reflective of a spiritual concept that is both unique and appealing. The other primary movement is the Reorganization, know officially as the "Saints" since 1972. It is a Christian denomination of about 220,000 members with headquarters in Independence. Strongly committed to evangelism, it too, has members and congregations in many countries all over the world.

The primary concepts of Mormonism, as one can expect, centered around the same neo-puritanism which served as the foundations of American Culture. As mentioned, Mormonism revolted against the strong traditional absolutism in Christianity as well as against the Calvinist doctrines of original sin, divine election, predestination, and salvation by grace alone. The significant role mankind played in the Puritan tradition fit in well with the Mormon dedication to the creation of the Kingdom of God, even though their interpretations would be considerably different.

Despite their questionable practices of theatre, music, dance, cards, and polygamy, Mormons are basically Puritan in their morals as in their concepts, thus fitting well into the spoken, if not practiced, concepts of America.

Certainly the Mormon people could be labeled as practical people whose time and effort has usually been directed toward utilitarian purposes. But there has been as well, a strong intellectual theme which has animated and enlightened their movement. Like any religious organization they have suffered clashes of anti-intellectualism and have been considerably hampered by fear of the intellectuals' discoveries. Nevertheless, achievements of knowledge have remained a significant Mormon concept for the past 100 years and they continue today with a healthy respect for the value, and even the virtue, of reason.

Joseph Smith, the charismatic and committed founder of Mormonism, was a remarkably independent man. As well, he possessed uncommon imaginative and intuitive powers. His beliefs reflect a breakaway from many facets of established theological traditions of his time. And, if nothing more, he partially freed his followers from undue intellectual bondage to the past. This was his talent. Fortunately for Mormonism there were also the talents of his successors, Brigham Young and Joseph Smith III, whose prophetic and administrative skills saved the Mormon movement from dissolution and eventually were able to transform eschatological sects into reasonalby successful churches.

The Future of Theological Research and Theological Libraries

by
Robert Wood Lynn
Lilly Endowment, Inc.
Indianapolis, IN

(Summary prepared by the author)

After a few introductory comments of a personal sort, the speaker began by calling attention to the larger significance of the "Peterson" report (Theological Libraries for the Twenty-First Century). He described the document as "thoughtful" and "judicious." But how many theological educators have read and reflected upon this "substantial" piece of work? There is a clue in the most recent report of the Joint Committee on Library Resources: "The inquiry to the deans of all ATS member schools produced a total of 115 responses, which showed that the document had been considered most extensively by library staff and committees, but that slightly more than half of the institutions responding had held or were projecting general faculty discussions. Whether that response is encouraging or discouraging depends on whether one prefers to think of a glass as half-full or half-empty." The speaker suggested that the glass was "half-empty."

What accounts for this disappointing response? After noting several obvious answers, the speaker suggested that the root of the problem can be traced to deeply buried confusions about the central purposes of the contemporary seminary. An exploration of those root confusions will help explain why the Peterson report is not receiving the attention it deserves.

One way of understanding the state of the present-day theological school is to describe its diffuse sense of purpose. In the last 25 years, many seminaries have gone through a quiet explosion of program activity. Consequently, many institutions suffer from "program sprawl," a bewildering proliferation of degree programs and non-degree ventures. The ensuing diversity of the student body complicated the life of the faculty. Furthermore, the school as a whole often loses sight of its former boundaries, those clear demarcations of what it does--and does not do. Seminary administrators often find it difficult to say "no" to the prospects of potential new sources of income and of students. The prevailing "market orientation" of some schools makes it hard to arrive at serious educational policy decisions. In the midst of such "program sprawl," the faculty and administration tend to be responsive to the new demands, especially those coming from the periphery; at the same time, they often overlook and ignore that which is at the center, those traditional activities which have been taken for granted in times past. In these circumstances, the rightful and legitimate cause of the library sometimes suffers.

Second, one can also point to the increasing political complexity of seminary life as another contributing factor. The last 20 years of American theological education has resulted in far more diverse student bodies and faculties than were evident in the same institutions in the 1960s. On the whole, this infusion of different interests and new perspectives has greatly enriched the life of the theological community. Yet an unanticipated result of this development has been the slow creation of a web of special interest groups. Like their counterparts elsewhere in American society, these groups practice a distinctive political style, "interest group politics." The resulting competition for attention for institutional commitment and for budget resources has increased with each passing year. In the midst of this confusion, the cause of the library is often invisible or else discerned as just one of the many "special interests."

Yet these two observations, important as they are, do not penetrate to the source of the problem. Far beneath the manifestations of "program sprawl" and "interest group politics," one can discern the root problem--a lack of cohesion in purpose. At this point the speaker confined his discussion of purpose to Protestant theological schools over the last century and a half. In a quick historical review, he noted that since the early part of the nineteenth century, Protestant seminaries have more or less embraced three essential interests--the tasks of teaching and learning, the service of the seminary to church and society, and the work of scholarship. Throughout these decades, theological scholars have often interpreted scholarship as a distinctive form of service to church and society and also as essential to the work of the teacher. In our time, however, many seminaries have focused upon the tasks of teaching and learning and the work of serving the public. The missing element is the essential third purpose--scholarship which enlivens both service and teaching.

Is this pattern of neglect due solely to the recent rise of departments of religious studies? That is only a partial explanation. The speaker emphasized the concurrent development of a decline in the importance of scholarship as a central function of the theological school. If that is indeed what is happening, then it has serious implications for the future of libraries.

The speaker then arrived at this central thesis: The destiny of the library in the theological school is finally dependent upon the commitment of the seminary to sustained and serious scholarship. Hence, those who are concerned about the renewal of the theological libraries must see their work as part of a larger effort. Over the next ten years American theological educators must turn once again to the work of developing a powerful argument for the renewal of theological scholarship in the seminaries. The speaker concluded by describing several current attempts to move in that direction.

Library Computer Systems
Considerations for their Design and Development

by
Ronald E Diener
Executive Director of OHIONET

Introduction

The perspectives from which library systems are viewed are varied, indeed. Recently, prospective supporting staff were being interviewed at our network. As part of the interview, each was asked: What features contribute to the successful installation and implementation of a computer system in a library? From their points of view--they are all public service librarians--they each were to note three topics. And three themes recurred with the respondents: First, response time. Second, the integration of functionality in the system. Third, the efficiency in terms of human services. Their responses seem cogent enough, but these are not the topics that will be discussed here today. In response to them, I noted that my top three questions of any system are: First, how do you fix a mistake? Second, how do you recover from a complete crash? Third, how are the components modularized for purposes of analysis and function? We--all of us--look at these machines from very different and distinctive perspectives.

Therefore, I am going to depart from the themes that you are able to read about in the many journal articles and books on this topic, to settle instead on some issues that you will not have much opportunity to hear about. These issues concern the design and development levels, matters that the final user is usually locked out of. Most computer systems or operations staff in a library deal with object code, database builders, and macro-instructions. They do not know how the programming is composed, what the record formats are, how the files are organized and indexed, and what happens when the system is malfunctioning. Administrators respond that they do not need to know, as long as the vendor is contract-bound to make the system perform in accord with agreed specifications. (Tell that to the aggrieved head circulation clerk when the system is down for three days!)

Finally, the usual databases that we are left to deal with, as automation begins in a library, are the MARC files, usually derived from an OCLC activity log. OCLC was implemented in libraries over the past fifteen years, not because it could be the source of an online cataloging database, but because it could produce cheap catalog cards.

The recurring question in the early seventies was: OCLC, fine--but how much is it costing to produce a card? Most libraries were sublimely ignorant of, or disinterested in, the archive or current file of MARC records. Furthermore, when compromises had to be made between a MARC record that produced pretty cards and a MARC record that produced a coherent, consistent data file, you know which way the catalogers went. Which means that most cataloging databases begin with a fifteen year backlog of digital records that are full of duplicates, mistakes, wrong-way compromises, and inconsistencies, with changed personnel and emphases.

The following paper looks at library automation down two paths: the matter of data control, the content of the library databases at the field and record level; and the matter of process control, the activities that are to be automated in the library. They are viewed from the perspective of design and development (as opposed to operations, or services, or hardware). The purpose is to show that the only progress that can be made is the progress that comes with practice. Some call it the heuristic method; others call it trial and error: it is the same thing--you learn best by doing. Those who do, have contributions to make. Those who choose not to do, become the critics and spectators. If the system being used stays current with technology, on the one hand, and with service requirements, on the other hand, there will be an evolution from system to system without setbacks and without losses or reworkings.

I.

DATA CONTROL

The Content of Library Systems

There are four major components to data control, in the specific areas comprehended by four traditional parts of library work: first, bibliographic control; second, inventory control; third, access control; fourth, fiscal control. To the extent that a library system is integrated functionally, the respective control areas may or may not be able to relate to one another. Integration in library systems is NOT NECESSARILY a high ideal, because integration comes with a price to be paid: in reliability, in ease of use, and in directness--about which more in section two of this paper.

Bibliographic control. The most careful work that is being done today in the field of public access catalogs and computerized bibliographic control is that of Karen Markey at OCLC. Her publications rank as the most significant to date in this field, for many technical reasons, but chiefly because of her concern for scientific methods.

There have been three forms of bibliographic access through the years: hashed key access, entry key access, and authority key access.

Hashed key access is known throughout the library world through the techniques of OCLC. The eight-character keys, with or without qualifiers, were introduced in the original system and continue to be useful to the present time. The assets of the hashed key access are: ease of use, direct approaches to information, simple response to the question, "Does the library have this title?"

Entry key access was used chiefly by libraries that could not or would not control the indexing vocabulary or naming conventions of their cataloging. The entry access could be implemented on simple index-sequential systems and did not require sophisticated databases. The assets of the entry key access are: ease of implementation, direct approaches to information, and simple response to the question, "What does the library have about this?"

Authority key access was developed in earlier systems, but proved to be very expensive in terms of storage and retrieval. As the price of disk storage and processor instructions decreased, the authority key systems came closer and closer to reality, and began to be implemented as online systems in the late 1970s in very large mainframes, in the early 1980s in minicomputers and superminicomputers. The assets of the authority key access are: thorough consistency, thorough coherence, and exhaustive response to the question, "What does the library have about this?"

The hashed key and entry key approaches may begin with a file, then correct the content en route to becoming a more and more complete, consistent, and coherent catalog. The authority key access grows with a slow and tedious process, as both catalog information and authorized access points require careful human tending.

Since the authority key approach is the wave of the future, a little more discussion is warranted. Demands put on the system include:

First, it must also have hashed key access and entry key access--that is, it must go beyond the current methods but also include them.

Second, it must create two systems: a system of names and terms with all their syndetic structures and a system of bibliographic description with all its precise data definition.

Third, it must maintain both systems consistently and coherently, either by duplicating certain critical data elements (long on storage, short on computing) or by duplicating certain critical storage and retrieval features (long on computing, short on storage).

Fourth, it must remain consistent through system crashes and partial data losses.

Fifth, it must remain open-ended through definition of parameters and tables that can be augmented and/or modified in the future.

The demands are incredibly difficult to implement in a system. Perhaps a few metaphors would help understand why. These demands are like--first--a requirement that a catalog be maintained in both ALA and AACR2 rules; second--a requirement that the act of cataloging automatically perform that cataloging in the authority system and in the bibliographic system concurrently; third--a requirement that the two systems be without conflict in every and any detail; fourth--a requirement that the system "work" even if some of the cards are "missing"; and--fifth--a requirement that the cards in the authority system or in the bibliographic system be refiled automatically if the filing rules are changed, or be retyped if the format rules are changed.

The authority control or authority access systems have been, to a great degree, in the control of the systems planners and designers. Not all of the implementations have been as happy as they should be, when the systems themselves became overly complicated: they must be complex, they cannot be complicated.

The design and development considerations are very difficult to treat.

First, it is difficult to determine beforehand how much space a catalog will occupy. If there is a large amount of duplication of authorities, the system is smaller; if little duplication, the system is much larger. At the Library of Congress, each name authority is used fewer than twice; in a public library, that use may go as high as four or four and a half times on average. Libraries may vary in their desire for cross references: each cross reference requires linkages (space) and consistency (maintenance). Very extensive cross references may result in indexes that are four to six times longer than skeletal cross references. Therefore, one authority control system--beginning with the same number of records--can be orders of magnitude larger or smaller than another.

Second, when the catalog is small, the activity rate is high; as the catalog becomes larger, the activity rate decreases. It is difficult to design a system that is equally efficient at high and low activity rates. In a new catalog, three or four percent of the records may be treated in a single day; in a more mature catalog, fewer than one thousandth of the records will be treated in a week. File maintenance, backup, and recovery procedures are much different for high activity and low activity systems.

Third, a system must be storage intensive or processor intensive--and there is no real compromise. In strictly orthodox relational database systems, for instance, a name is stored but once in the entire system. Every occurrence of that name must be resolved to a specific location and articulation. In a system that allows for repetition of certain keyed information, critical data elements are redundant. If the relational system is implemented, the processor can easily become what is called I/O-bound--that is, the system is doing so many accesses to the system to piece together complex records that the service is slowed to a snail's pace. If a redundant-data system is implemented, a disk system may be filled to overflowing in very short order, while the use is much faster. Ultimately, neither one is thoroughly "efficient" and cannot stay "efficient" over light and heavy uses.

Inventory control. The early attempts at circulation systems were often ventured by people with background in inventory control or who thought that they understood inventory control. In a library circulation system, one ought to have a stored record for each piece that is prospectively to be circulated. Simple enough. The traditional inventory system should work.

Except that in a warehouse, where an inventory control system would be implemented, when the plumbing distributor shipped a bathtub, the warehouseman did not anticipate having the bathtub come back. If it did, that was an exception to the rule and usually caused a problem. In a library, all those little bathtubs are bound to be returned. The trouble just begins when the material is returned, as a matter of fact. The point is that inventory control in a library is similar to, perhaps, but is also fundamentally different from the traditional types of inventory control. Planners who began with inventory control in a library application often gave computing a bad name, as they refined their own understandings and techniques.

Librarians expect the inventory facilities to do two things for them. (1) An inventory of the collection for purposes of circulation, to be sure. But also (2) an ordered list of materials--what we would call a shelflist. The two facilities bring on some special problems along the way. Here are four of them.

The first and foremost role of the inventory record in a library system is to indicate the status of the material, as to its availability and usability. The library needs to know if an item is currently charged to a patron, in repair or bindery, en route from one branch to another, return-claimed and not available, lost, missing, etc. But the library wants to have procedures that change the status of materials as automatically as possible. A computer cannot run its fingers over a booktruck and determine that these are now to be changed from open shelves storage to closed stack storage, or from open shelves to bindery, or whatever. Nevertheless, libraries want to have expedited and super-efficient methods for changing the status of materials.

The status of materials needs to be set from the start. An acquisition process may determine where materials are in the course of processing, and the inventory process may determine the status of materials when they achieve the level of incorporation into the library's collection. But the critical stage is reached as the materials go from one process, acquisition, to the other, inventory. To the extent that it is feasible, this movement from one to the other should be automatic.

The shelflist in a computer is unlike a shelflist anywhere else. The expectations are rather high. And those expectations may be reached, but only by dint of effort. Libraries want to have a shelflist not only of the actual physical entities on a shelf, but also to include or exclude oversize or folio, to include or exclude any type of material or any sublocation or temporary location. Finally, libraries want to have shelflist access for materials that are not cataloged. When author/title access is given via such arrangement, libraries want to have catalog access too--without cataloging. That, of course, stretches the concept to the breaking point.

A trivial addition to the software has resulted in a major benefit for the library. To the programmer, it is a rather insignificant adjustment in program flow or control to allow the operator to select whether the shelflisting is to be directed to a screen display or to a printed listing. Further if it is to go to a printed listing, the print formats may be selectable. That proves to be a favorite, as the librarians create a minishelflist for--say, a selection of call numbers. Then the selection is concatenated. The result is put through a word processor. And there it is.

Through careful preparation and thorough discussion, the library may come up with inventory functionalities that are superior to anything that they have had in the past. The critical factor here is the dialogue with the system planners at early stages, to be sure that simple options are exposed and discussed.

Access control. The purposes to be served with access control are really three-way: security for individual access to the system, security of the system contents, and security of networking access and service.

First, security for individual access. Individual access to library systems must be regulated. Almost all library systems have dial-access facilities, if for no one else, then for the maintenance people. Elsewhere, dial access numbers are made available--even publicizied. I do not know of any library system that has been broken into and destroyed, but from what I have seen to date, it would be quite easy to do. If children can break into the Pentagon, then anyone should be able to break into the library at will. If they are bent on destruction, they can cause it.

Likewise, in the computer field, the most and worst vandalism has been caused by dismissed and/or disgruntled employees or former employees. Again, to my knowledge, there has not been a major case of this problem made public. It may very well have happened.

Protection against breakins and vandalism is difficult, often expensive, and with some systems next to impossible. The usual precautions have to be learned, implemented and monitored regularly. Operations staff get tired of monitoring system logs, especially if there is nothing extraordinary for months, or even years, at a time. But the damage needs to be done but once, and it can be rather devastating.

Second, security of system contents can only be assured with redundancy and backup. Three factors can lead to a lessening of anxiety and tension when dealing with system security.

The first is the update mechanism of the database management or file management system. Updating can be done in real time with a backup and log for failure's sake to assure that no losses can occur. The many different approaches have a fundamental tradeoff to offer to the user. A price has to be paid. Either the update is fully expedited and super-efficient, leading to a difficult restart procedure. Or the update is less efficient, with an easier restart after failure. No system to my knowledge has been able to give the benefits of both and the liabilities of neither.

The second is a provision for frequent backups of the system, either at archival or at incremental levels. Again, operations staff tire of the constant copying of data in generations of datasets. They become careless, tend to label in sloppy or ambigious ways, develop shortcuts that lead to incomplete redundancy, or procrastinate. They do such things until there is a serious problem, with its attendant losses of data and work and effort and progress. Development of redundancy and backup systems is itself a discipline to itself. If staff are good at it, reward them, because they deserve a reward for doing something that is boring, routine, and rarely if ever used. But if it is needed, the backup is essential.

The third is the security of network access and service. The traditional method of passwords is satisfactory in most instances. Once sufficient vandalism has occurred, however, new methods will need to be employed. One of the best is the approach where one logs onto the system, enters a password, then waits. The network reaches back and hangs up the system then calls the number of the password holder. While it is not a perfect solution, it has solved many problems where people have experienced problems in network security. With it, the problem of the breakins to the Cray system in Great Britain would have been avoided, to cite but one.

Access control is grunt work. It is behind the scenes. To the administrator it looks like a waste of time and resource. Those who cut short on access control pay--sooner or later for it.

Fiscal control. The fiscal control in libraries is used by administrators for budgeting, reporting, and audit. In general, libraries look for fiscal control along four major tracks.

Libraries look for acquisition integration such that accounting is automatically updated with encumbrances and disbursements. Such provision is not difficult to plan and implement, but the detail at the computer console dissuades many once they see what price they must pay in human inputs.

Libraries look for fine and material damage assessments to be integrated into receipts of the fiscal system. The problem is that there are not simply fines and material-damaged assessments. There are also errors and credit memos and debit memos and journaling of entries and all of the other features of accounting. It is not simple and it is not simply integrating into receipts. It is a complete receipts system that needs to be a component of circulation.

Libraries look for property records to be kept up to date. The property records for consumable inventories allow for distribution and allocation of cost by department or individual or program or function--or combinations of them. Again, this amounts to a system that is far from simple: it is a complete inventory or warehouse system with the attendant problems of taking inventory and recording inventory losses, writeoffs, writedowns, and reconciliations.

Libraries look for property records for real estate and facilities. In the case of public institutions, the government auditors want to see figures that reflect exclusively purchase price with specific appropriation of public monies. No depreciation is allowed for buildings. The insurance companies want to see figures that reflect original cost, the history of market value, the current market value, and the current cost of replacement. The library governence or trustees want to see the residual value of the building in terms of its use (hence, as depreciated), with cumulative information on maintenance, utilities, upkeep, remodelings, and currency of facilities. Again, the property records and property system are anything but simple. What starts as a simple request turns out to be a very complex system of record keeping, reporting, and maintenance.

Fiscal control is difficult and never comes cheap. The investment in time and effort, in system resource and ongoing maintenance, and in continuing development must be redeemed in use and value. It can and it should be.

In conclusion, the control aspects of a library computer system are a major consideration in planning, design, development, and implementation.

II.

PROCESS CONTROL

The Functionality of Library Systems

To speak of the functionality of library systems is to speak also of the functions of a library and of a library staff. Hugh Atkinson points out that librarians have been traditionally huddled around their files of records (cards, slips). The MAIN CIRCULATION desk was the place where people had access to the MAIN CIRCULATION files. The SERIALS RECORDS OFFICE was where one worked on SERIAL RECORDS in drawers or trays. The computer assembles files in compact space, offering access not only via many possible keys, but also offering access wherever one can string a cable. A fundamental rationale of library organization has been uprooted: librarians do not need to be where the files are, because they cannot climb into those computer cabinets under any circumstances. Librarians can be wherever they need to be for purposes of service, because the files can be brought to them with a simple cable. So what should be done about this change?

There are three ways to look at that question. First, what is the most pleasant, most humane, most rewarding way for librarians to do their work? Second, how can librarians relate to each other in an organization to accomplish complex tasks? Third, how can such complex tasks be performed in their most efficient manner? Note the succession, from humanity to efficiency. That is a flow of concern that ought to pervade design and development, not come as an afterthought bound up with union contract negotiation.

First, human organization. The group analysts have been at work for over fifty years, trying to determine the optimum sized group for the most effective action. In recent years, several analysts have been concluding that the optimum size is twelve--a strange conclusion to bring to the attention of folks in theological studies. It reminds me of a very expensive study that was done to determine what color absorbs the largest bandwidth of sunlight--not just visible light, but the entire spectrum. After years of study it was determined that "forest green" absorbed the broadest bandwidth. That seems to be much like the conclusion that twelve is an optimum number of people in a working group.

In the area of system design, after many false starts and with virtually infinite resources for the purpose, IBM came to the conclusion that the optimum size of a planning group and analysis group is three. Likewise, the optimum size of an administrative group for multiple planning projects is three.

What is the best organization for accomplishing what needs to be done with automation? That is a question frequently asked as the preliminaries are being concluded for a major installation or project. There are four rules of thumb that seem to work well.

First, a small planning and supervisory staff needs to lay out the organization in its largest or coursest scale. For instance, it might be public service, bibliographic service, collection development; or circulation, cataloging, reference, acquisition; or data services (circulation, catalog, reference) and data control (cataloging, acquisition). Many divisions can and should be feasible, depending on the size and complexity of the library's responsibilities.

Second, that same planning and supervisory group needs to lay out the limits or parameters of responsibility. The parameters may be aphoristic rules, or specific administrative boundaries. For instance, in the area of public service, one parameter might be this:

> The library is a service organization. The public services of the library are at the disposal of library patrons. There is no task that a staff

member in public services is performing that is so important that it cannot be put aside in the event that a patron requires specific service or counsel. The public services division is in the business of being interrupted.

Or one might use strictly administrative language:

The public services division is headed by the Head of Public Services, and the Head has four departments to supervise: circulation, reference, collection development, and research services. The Head provides guidelines and monitors performance in these areas, providing to the Director of the library a monthly report, an annual report, a preliminary budget, and a five-year forecast.

The most important rule in this second part is that the several parameters for the different divisions use the same mode of description and/or instruction. There is an opportunity at the time of computerization--and the opportunity should be taken--to rethink the role and mission of the library in terms of very specific tasks and responsibilities for the staff of the library.

Third, the organization needs to have a well established, regular, predictable, frequent meeting schedule for each department, for the department heads, and for plenary sessions of all parties. The meetings needs to take into account the regular procedures, extraordinary circumstances and exceptions to these procedures, opportunity for analysis and critique, eliciting of comment and contribution by staff, and opportunity to recognize excellence and to reward it when it is truly extraordinary.

There are three major responsibilities for the library director that cannot be delegated: first, to lead; second, to recruit staff; and third, to reward staff with recognition of excellence. A library director who says that automation is being thrust on the library without commitment and leadership from the top will have a very expensive failure on his or her hands. A library director who is not actively recruiting good staff will wind up with clinkers. A library director who does not reward excellence will either end excellence or drive it out of the library.

Second, relating within and between organizations. The life scientists have shown us in recent years what feedback is and what it does in the plant and animal world, at microscopic levels as well as at much grosser levels of life and interaction. Complex organization needs to have feedback channeled into its individual components from other inter-connected components of the system. To the extent that it is feasible or possible, the feedback should be in public forums--again for open analysis and critique on the one hand, and for recognition of excellence on the other hand.

This arena is also the most obvious one for laying out the overall short-range goals for the library. Most library work is repetitious, labor intensive, and predictable--just the characteristics that would allow the organization and its staff to go to sleep at the wheel. In a forum setting, the entire staff could assess major tasks that need to be done and prepare to do them; and then they can help set the time frame for accomplishing the tasks. The goal is that the staff might buy into the idea, take on responsibility as also part of their own making, and perform accordingly.

Third, efficiency in complex tasks: the role of cooperation. The by-word has to be that efficiency does not mean cheap. Automation in many areas has the effect of decreasing human involvements and of decreasing skills required to perform specific tasks. Efficiency in a library automation project must be viewed very critically. There are five major parts to this critical view.

First, much of the money in an academic institution that is applied to human involvement is not displaceable. One cannot have less than one person in a special or specific technical position. Already, the problem arises of marginality: if one has a single cataloger, with an efficiency gain of 35% in an automated system, one is left with one cataloger. If a circulation system requires one circulation coordinator and the library has one circulation coordinator, there is no savings. The salaries are not displaceable.

Second, student help is not displaceable expense, either. Student support is part of the overall financial aid program in academic institutions. Some libraries have circulation systems that are labor intensive on purpose, to make use of student assistance since those monies must be applied to that purpose.

Third, the most important gain in automation is automatic production from tickler files: overdues, claims, bindery orders, serial subscriptions, etc. But if a library has a "no overdues" policy, or if the library has few orders or subscriptions that require separate tracking, the excellence of an automated system is by definition vitiated.

Fourth, the potential for a computerized bibliographic system is enhanced with adherence to strict cataloging rules, applied to many kinds of materials, structured in such a way that quantification--the major contribution of any computer--is enhanced. But if the library works with patrons who believe that they get their best ideas from browsing, that quantification is undesirable if not threshold tolerable (but surely not encouraged), then neither the user load nor the patron feedback can be used to improve the system or give a sense of long-range direction.

Fifth, the library's bibliographic engines can be made to correlate and interrelate with other sources of automated bibliographic information. The other sources may include other catalogs, indexes, abstracting sources, text files, locator sources, statistical systems, information systems. The bibliographic service needs to be viewed in a larger context. Without investment in that larger context, the bibliographic engines cannot be made to perform at optimum levels.

The ultimate efficiencies for a library automation project are three in number:

> One: Improved effectiveness of the library's offerings. The work of librarians goes further; the information entered into the system may be useful or usable in several different ways; and the combinations of information that are sequential or listable can be automatic.
>
> Two: The information is much more compact. Computers save space for record keeping, and they make records and files available wherever one can string a cable or get a telephone.
>
> Three: Where the problems of marginality are not major and where scale is already a major consideration, there can be better use made of staff.

The most significant elements that must be protected by library administration in any automation project relate to the humane modes of work and cooperation, extending to humane designations and criteria of efficiency. If a system is over-promised, or paid for with "future savings" of human inputs, there is going to be a heavy price to pay in human values.

IN CONCLUSION, computerization in our age is making use of new storage technologies, processor technologies, and advanced telecommunication techniques. Those are chiefly the inventions of engineers and physicists. These contributions are combined with what can be added by some of the most ingenious people of our age: the system designers and software specialists -- in many ways, artists rather than a scientists.

The traditional role of theology in the medieval university was to be the leader of the disciplines, to forge ahead and break new ground. In Europe and America, theological studies led to the development of the college and university. With a rich and rewarding history of publications, libraries, archives, woven into ministering lives of clergy and religious people, theology can also make major contributions in this new era of computerization.

To make that contribution, theological libraries can break new ground in the content of the systems as well as in the humane organizations required to work with them. If the material is serious--as it is--then the content can be treated seriously within and without theological study and inquiry. If the ethical standards are high and rigorous, theological institutions can be centers for the discussion and implementation of new library and automation organizations.

ATLA 40TH CONFERENCE CELEBRATION

A Complete Listing

of

ATLA

Board of Directors

and

Officers

1947 - 1987

ATLA Board of
(1947-------------

Term	President	Vice Pres. Elect
1947-48	L.R. Elliott	Charles Johnson
1948-49	L.R. Elliott	Lucy Markley
1949-50	Jannette Newhall	Kenneth Gapp
1950-51	Jannette Newhall	O. Gerald Lawson
1951-52	Raymond Morris	Margaret Hort
1952-53	Raymond Morris	Henry Brimm
1953-54	Henry Brimm	Robert Beach
1954-55	Robert Beach	Evah Kincheloe
1955-56	Robert Beach	Helen Uhrich
1956-57	Helen Uhrich	Calvin Schmitt
1957-58	Calvin Schmitt	Decherd Turner
1958-59	Decherd Turner	Pamela Quiers
1959-60	Pamela Quiers	Kenneth Gapp
1960-61	Kenneth Gapp	Connolly Gamble
1961-62	Conolly Gamble	Donn M. Farris
1962-63	Donn M. Farris	Jay S. Judah
1963-64	Jay S. Judah	Charles Johnson
1964-65	Charles Johnson	George Bricker
1965-66	George Bricker	Roscoe Pierson
1966-67	Roscoe Pierson	Arthur Jones
1967-68	Arthur Jones	Maria Grossmann
1968-69	Maria Grossman	Harold Prince
1969-70	Harold Prince	Henry Scherer
1970-71	Henry Scherer	Genevieve Kelly
1971-72	Genevieve Kelly	Peter VandenBerge
1972-73	Peter VandenBerge	John Batsel
1973-74	John Batsel	Oscar Burdick
1974-75	Oscar Burdick	Roland Kircher
1975-76	Roland Kircher [June-Sept. 75]	Erich R.W. Schultz
1976-77	Erich R.W. Schultz [assumed office Sept. 75]	John Trotti
1977-78	John Trotti	Elmer O'Brien
1978-79	Elmer O'Brien	J. Paul Hamm
1978-80	J. Paul Hamm [June-Aug. 78]	Simeon Daly
1980-81	Simeon Daly [assumed office Sept. 80]	Jerry Campbell
1981-82	Jerry D. Campbell	Robert Dvorak
1982-83	Robert Dvorak	Mrs. B.D. Aycock
1983-84	Mrs. B.D. Aycock	Ronald Deering
1984-85	Ronald Deering	Sara Myers
1985-86	Sara Myers	Stephen Peterson
1986-87	Stephen Peterson	Rosalyn Lewis

Directors: Officers
----------1987)

Executive Secr.*	Recording Secr.	Treasurer
Robert Beach		Ernest White
Robert Beach		J. Stillson Judah
Robert Beach		E.F. George
Evah Ostrander		E.F. George
Evah Kincheloe		Calvin Schmitt
Esther George		Calvin Schmitt
Esther George		Calvin Schmitt
Alice Dagan		Ernest White
Alice Dagan		Ernest White
Alice Dagan		Harold Prince
Alice Dagan		Harold Prince
Frederick Chenery		Harold Prince
Frederick Chenery		Harold Prince
Frederick Chenery		Harold Prince
Frederick Chenery		Harold Prince
Frederick Chenery		Harold Prince
Frederick Chenery		Harold Prince
Frederick Chenery		Peter VandenBerge
Thomas Camp		Peter VandenBerge
Thomas Camp		Peter VandenBerge
Susan Schultz		David Guston
Susan Schultz		David Guston
Susan Schultz		David Guston
Susan Schultz		David Guston
David Wartluft		Warren Mehl
David Wartluft	Delena Goodman	Warren Mehl
David Wartluft	Delena Goodman	Warren Mehl
David Wartluft	Delena Goodman	Robert Olsen, Jr.
David Wartluft	Margaret Whitelock	Robert Olsen, Jr.
David Wartluft	Margaret Whitelock	Robert Olsen, Jr.
David Wartluft	Margaret Whitelock	Robert Olsen, Jr.
David Wartluft	Alva Caldwell	Robert Olsen, Jr.
David Wartluft	Alva Caldwell	Robert Olsen, Jr.
David Wartluft	Alva Caldwell/ Joyce Farris	Robert Olsen, Jr.
Albert Hurd	Joyce Farris	Robert Olsen, Jr.
Albert Hurd	Joyce Farris	Robert Olsen, Jr.
Albert Hurd	Joyce Farris	Robert Olsen, Jr.
Albert Hurd	Joyce Farris	Robert Olsen, Jr.
Simeon Daly	Joyce Farris	Robert Olsen, Jr.
Simeon Daly	Joyce Farris	Robert Olsen, Jr.

*This officer was called Secretary until 1956-57 when the title was changed to Executive Secretary. Until 1972 the Executive Secretary was also the Recording Secretary.

ATLA Board of Directors: Members-at-Large (1947-1987)

1947-48	Kenneth S. Gapp, E.F. George, O. Gerald Lawson, Lucy W. Markley, Evah Ostrander
1948-49	E.F. George, O. Gerald Lawson, Evah Ostrander, Dorothea Conrad, Leo T. Crismon
1949-50	O. Gerald Lawson, Evah Ostrander, Dorothea Conrad, Jay Stillson Judah
1950-51	Dorothea Conrad, Leo T. Crismon, Jay Stillson Judah, Margaret Van Raden, Decherd Turner
1951-52	Jay Stillson Judah, Margaret Van Raden, Decherd Turner, Herbert Wernecke, William Hand
1952-53	Margaret Van Raden, Decherd Turner, Herbert Wernecke, William Hand, Elizabeth Royer
1953-54	Herbert Wernecke, William Hand, Elizabeth Royer, Donn Michael Farris, Elinor Johnson
1954-55	Elizabeth Royer, Donn Michael Farris, Elinor Johnson, Connolly Gamble, Arnold D. Ehlert
1955-56	Donn Michael Farris, Elinor Johnson, Connolly Gamble, Arnold D. Ehlert, Pamela Quiers
1956-57	Connolly Gamble, Francis Bouquet, Pamela Quiers, Margaret J. Hort, Roscoe Pierson
1957-58	Pamela Quiers, Margaret J. Hort, Roscoe Pierson, John B. McTaggart, Niels H. Sonne
1958-59	Margaret J. Hort, Roscoe Pierson, John B. McTaggart, Niels H. Sonne
1959-60	John B. McTaggart, Niels Sonne, Betty Jane Highfield, Charles P. Johnson
1960-61	Betty Jane Highfield, Charles P. Johnson, Elizabeth Balz, James Tanis
1961-62	Elizabeth Balz, James Tanis, Jay Stillson Judah, Edgar M. Krentz
1962-63	Edgar M. Krentz, Elizabeth Royer, John H. Goodwin, Peter N. VandenBerge
1963-64	John H. Goodwin, Peter N. VandenBerge, Elizabeth Royer, George H. Bricker
1964-65	Elizabeth Royer, vancancy, Roland Kircher, Roscoe Pierson
1965-66	Roland Kircher, James Michael, Ruth C. Eisenhart, Dikran Y. Hadidian
1966-67	Ruth C. Eisenhart, Dikran Y. Hadidian, Warren R. Mehl, Henry Scherer
1967-68	Warren R. Mehl, Henry Scherer, Leo T. Crismon, Genevieve Kelly
1968-69	Leo T. Crismon, Genevieve Kelly, Isabelle Stouffer, John Batsel
1969-70	Isabelle Stouffer, John Batsel, Marlin L. Heckman, Keith C. Wills
1970-71	Marlin L. Heckman, Keith C. Wills, Oscar Burdick, Erich R.W. Schultz
1971-72	Oscar Burdick, Erich R.W. Schultz, Dorothy Gilliam, David Green

1972-73	Dorothy Gilliam, David Green, Ronald Diener, John B. Trotti, Wilson Flemister, Lucille Hager
1973-74	Ronald Diener, John B. Trotti, Wilson Flemister, Lucille Hager, Simeon Daly, Elmer O'Brien
1974-75	Wilson Flemister, Lucille Hager, Simeon Daly, Elmer O'Brien, Susan Schultz, John Sayre
1975-76	Simeon Daly, Elmer O'Brien, John Sayre, Susan Schultz, G. Paul Hamm, Channing R. Jeschke
1976-77	John Sayre, Susan Schultz, G. Paul Hamm, Channing Jeschke, Donald Dayton, Doralyn Hickey
1977-78	G. Paul Hamm, Channing R. Jeschke, Donald W. Dayton, Doralyn J. Hickey, Jerry D. Campbell, Kenneth E. Rowe
1978-79	Donald W. Dayton, Doralyn J. Hickey, Jerry D. Campbell, Kenneth E. Rowe, Norman Kansfield, Sarah Lyons
1978-80	Jerry D. Campbell, Kenneth E. Rowe, Norman Kansfield, Sarah Lyons, Harriet V. Leonard, Stephen L. Peterson
1980-81	Norman Kansfield, Sarah Lyons, Harriet V. Leonard, Stephen L. Peterson, James Dunkly, Roberta Hamburger
1981-82	Harriet V. Leonard, Stephen L. Peterson, James Dunkly, roberta Hamburger, Dorothy Ruth Parks, Richard D. Spoor
1982-83	James Dunkly, Roberta Hamburger, Dorothy Ruth Parks, Richard D. Spoor, Lawrence H. Hill, Betty A. O'Brien
1983-84	Dorothy Ruth Parks, Richard D. Spoor, Lawrence H. Hill, Betty A. O'Brien, Rosalyn Lewis, Peter DeKlerk
1984-85	Lawrence H. Hill, Betty A. O'Brien, Rosalyn Lewis, Peter DeKlerk, Alice M. Kendrick, James Overbeck
1985-86	Rosalyn Lewis, Peter DeKlerk, Alice M. Kendrick, James Overbeck, H. Eugene McLeod, William C. Miller
1986-87	Alice M. Kendrick, James Overbeck, H. Eugene McLeod, William C. Miller, Diane Choquette, Leslie R. Galbraith

ATLA Board of Directors: Ex-Officio

Editor of *Newsletter*,	1953-	Donn Michael Farris
Editor of *Proceedings*,	1947-1980	Executive Secretary
	1981	Jerry Campbell
	1982-	Betty A. O'Brien

Non-Board Members

Archivist	1973-	Gerald Gillette
Statistician	1970-1972	Peter Oliver
	1973-1983	David Green
	1984	Mary Bischoff
	1985-	Executive Secretary

Annual Conferences, 1947-1986

Year	Place	School
1947	Louisville, KY	Louisville Presbyterian Sem. June 23-24
1948	Dayton, OH	Bonebrake Theological Sem. June 14-15
1949	Chicago, IL	Chicago Theological Sem. June 20-21
1950	Columbus, OH	Evangelical Lutheran Sem. Capital Univ. June 14-16
1951	Rochester, NY	Colgate-Rochester Divinity School June 12-13
1952	Louisville, Ky	Southern Baptist Theo. Sem. June 10-11
1953	Evanston, IL	Garrett Biblical Institute June 11-12
1954	Chicago, IL	Chicago Theological Sem. June 15-17
1955	New York, NY	Union Theological Sem. June 15-17
1956	Berkeley, CA	Pacific School of Religion June 20-22
1957	Fort Worth, TX	Southwestern Baptist Theo. Sem. June 19-21
1958	Boston, MA	Boston Univ. Sch. of Theology June 18-20
1959	Toronto, Ont.	Knox College June 16-19
1960	St. Paul, MN	Bethel College & Seminary June 8-9
1961	Washington, DC	Wesley Theological Sem. June 13-15
1962	Hartford, CT	Hartford Seminary Foundation June 12-15
1963	Mill Valley, CA	Golden Gate Baptist Theo. Sem. June 17-21
1964	Kansas City, MO	St. Paul School of Theology June 15-19
1965	New York, NY	General Theological Sem. June 14-18
1966	Louisville, KY	Southern Baptist Theo. Sem. June 7-9
1967	Chicago, IL	McCormick Theological Sem. June 12-14
1968	St. Louis, MO	Concordia Seminary June 11-13
1969	Pittsburgh, PA	Pittsburgh Theological Sem. June 16-19
1970	New Orleans, LA	New Orleans Baptist Theo. Sem. June 15-18
1971	Pasadena, CA	Pasadena College June 14-18

1972	Waterloo, Ont.	Waterloo Lutheran University June 19-23
1973	Bethlehem, PA	Moravian Theological Sem. June 18-22
1974	Denver, CO	Iliff School of Theology June 17-21
1975	S. Hamilton, MA	Gordon-Conwell Theo. Sem. June 16-20
1976	Grand Rapids, MI	Calvin Theological Sem. June 21-25
1977	Vancouver, BC	Vancouver School of Theology June 20-24
1978	Latrobe, PA	St. Vincent College June 19-23
1979	New Brighton, MN	Bethel Theological Sem. June 11-15
1980	Denver, CO	Iliff School of Theology June 16-20
1981	St. Louis, MO	Christ Seminary-Seminex June 22-26
1982	Toronto, Ont.	Toronto School of Theology June 21-25
1983	Richmond, VA	Union Theo. Sem. in VA June 20-24
1984	Holland, MI	Western Theological Sem. June 17-22
1985	Madison, NJ	Drew University June 24-28
1986	Kansas City, MO	Rockhurst College June 15-19

ATLA's First Secretary: Robert F. Beach

by
John Baker-Batsel

"In the fall of 1945 a dean and a librarian discussed the need for better librarianship and what steps might be taken to meet the need. From this private discussion came a resolution which was offered to and adopted by the American Association of Theological Schools at Chicago in June 1946. In the late fall of that year the seminary librarians of the Chicago area discovered a common desire for a professional meeting and held such a meeting December 28, under the chairmanship of Robert F. Beach." (L. R. Elliott, ATLA. _Summary of Proceedings_, 2, 1948, p. 1.)

Robert F. Beach, for some years now living in retirement in Connecticut, served as Librarian of two theological seminaries over the span of his career. They were at Garrett Theological Seminary in Evanston, IL, and Union Theological Seminary in New York City.

As chairman of the committee that set up the first conference at the request of the American Association of Theological Schools, he was not only a founding member of the American Theological Library Association, but also one of the designers of its first program. That committee planned the first conference by correspondence!

At that first conference in Louisville, he was named the first secretary of the association and a member of the steering committee. He published the first _Summary of Proceedings_, in an edition of two hundred copies, which proved inadequate to the demand. He also served as the first chairman of the publications committee. He conducted two surveys by mail and presented papers at each of the first two conferences.

These invaluable contributions to our association reflect the thorough professionalism that Bob Beach brought to his work. The collections, their content and organization, and the staffs that he built at Garrett and Union represented the best practices and the highest standards of library service.

His interest has not waned in retirement and poor health. He writes almost weekly to his successor at Union or to other members of the association. We are proud to recall his name, his work and his gifts to ATLA.

A Combined Greeting to ATLA Number Forty and Reflection on ATLA Number One

by
Ernest White
Librarian Emeritus
Louisville Presbyterian Theological Seminary

Greetings to you who are attending this Fortieth Conference of ATLA and who are pausing for a few moments on this hot afternoon to reflect on ATLA's history and on your heritage as members of this organization.

I use the words "hot afternoon" advisedly, based on my own experiences of traveling through Missouri and Kansas at this time of year and on the conclusion that, if it's June, if it's an afternoon, and if it's in Kansas City, it's bound to be hot! I well remember the very first time ATLA met in Kansas City. St. Paul Methodist School was the host. It was an excellently constructed program, and the host was superb; but the meetings were held in what had once been a small hotel, somewhere to the south of downtown. There was not a shred of air conditioning available, and there was no relief to be found either inside or outside. So we had a very, very steamy time of it.

Two or three weeks ago your program chairman, Michael Boddy, telephoned me and invited me to come to Kansas City for this session. It was a flattering and enticing invitation, and I accepted it. Perhaps the chief value in my being here would have been for some of you to see what a living fossel looks like! Alas, however, we are still in a situation where the schedules of the next generation govern our own schedules. Our son, Peter, known to many of you, is to be married this very next Saturday, down near Chattanooga, Tennessee. I first thought that I would be able to manage both events, arriving home from Kansas City at 9:30 on Wednesday night and leaving for Tennessee early Thursday morning; but the closer the time came for it, the more I realized that I was not quite up to handling it. So I had to call John Trotti, the convenor of this particular session, and renege on my promise. John, in turn, asked me to prepare this tape for you; but, as I wrote to him yesterday, I think that it might have been easier to come to Kansas City than to prepare, or to dictate, this tape!

It is an historical fact that our institution was the first, in fact the sole or lone, host of the American Theological Library Association; and this is an historical statistic of which we are very proud.

However, it must be said immediately that there is no particular credit due for this fact. No heroics were performed, and there was no effort made to be the first in line. It came about more or less as an accident, or as a natural development. I believe that, in more recent years, we have been inclined to forget, or to overlook, the major role which AATS, now ATS, played in the start of our own organization; for this first meeting was called directly at the request of AATS. My own Dean, Lewis J. Sherrill, was one of the founders of AATS and was a member of the Executive Committee of that group at that time; and he was appointed by AATS to serve as the convenor for our first meeting. Louisville is located in the center of the United States, and our school was very near the downtown area; so this location was a natural site for this gathering.

My earliest recollection of the event was early Sunday morning, very early Sunday morning, on June 22, 1947, when I was awakened by a loud pounding on one of the outside doors to the Seminary. When I got down there to the door, I found a very sleepy and disheveled-looking Stillson Judah, who had ridden all the way straight through on a railroad day coach from Oakland, California in order to attend this first meeting and who was looking for a bed. In that downtown location, we had much experience with street-walkers and bums of every description; so it was with great hesitancy that I finally decided to admit Stillson! But I have never regretted that I did!

That night, then, a group gathered in the lounge of the old Seminary to make final plans for the upcoming conference. I think that it is interesting to note that this was the very first time that the so-called committee had ever met face-to-face. All of the previous work in connection with the conference had been done by correspondence. Possibly there were others present, but I can recall: Dean Sherrill; Ray Morris, of Yale Divinity School; Ken Gapp, of Princeton; Bob Beach, then of Garrett; Evah Ostrander, of Chicago Theological; and L. R. Elliott, of Southwestern Baptist.

It should be noted that this was a no-frills, no-nonsense conference. Future program committees might like to recognize the fact that it lasted for only two days. The sessions began at 10:00 a.m. on a Monday, and they were concluded with a closing gathering at 7:30 p.m. on the very next day, Tuesday. While a few of the conferees stayed at the Seminary, most of them stayed at the Brown Hotel, located just three blocks down Broadway from our school; and we all took our meals at the Brown or at other nearby places. I've often worried that hosts who have had to fret with such fancy additions as an opening reception and a closing banquet have blamed me for them, but such is not the case! They were all later additions to the program. We were responsible, however, for the conference tour which has come to be an annual event. On the very first morning, several of the guests mentioned to me the fact that it would be most regrettable if they had to return home from Louisville and to admit that they had not seen Churchill Downs. So, at a point on the second afternoon, I rigged up an arrangement with our local bus company, and we had ourselves a bus tour! We made a quick stop at the Southern Baptist Seminary, to see Leo Crismon's excellent library, then located on one floor of a wing of the administration building and, perhaps, to keep the tour "legal"! And then we headed for the Downs. At that time, the racing season lasted for only three weeks in the spring and three weeks in the fall, so the place was wide open for the guests to wander all around and to look at the various attractions. Interestingly enough, this was the single feature of the conference which made the greatest impression! At least, it was the thing mentioned to me more often in the years ahead, and it seemed to be remembered with the greatest pleasure.

Nevertheless, with all of its shortcomings, that first conference is not be sold short. Minute for minute, it probably had the greatest impact of any of the thirty-eight or so conferences which followed it. Superb papers were read, covering every aspect of library operation. The Periodical Exchange Program was virtually begun through the efforts of Evah Ostrander, and both a paper and comments from Jannette Newhall actually started the Periodical Index on its way. Lucy Markley, of Union, New York, read a paper on cataloguing and classification. What she had to say is largely outdated by today's trends; but, in my opinion, at least, many of her comments are still valid. Other matters discussed had to do with library cooperation, with extension services, with bibliographic work, with accreditation and, especially, accreditation standards, apparently much more a matter of concern back then than they are now, for much of this was still in the formative stage, and, of course, with a constitution for ATLA. That is a story in itself, for it developed that it was a very long time in labor! But the basic constitution was presented at this very first session and was more-or-less in operation until it was finally adopted several conferences later. It was my dubious honor to be a member of that first Constitution Committee from start to finish, and I have painful memories of its being sent back to Committee time after time.

The success of ATLA was not immediate and was not automatic. Too much credit cannot be given to those Executive Committees of the early years who held the group together almost by sheer force. The first Executive Committee decided that it might be wise to meet in mid-year and at its own expense, and ALA made available to us a meeting room in the old Edgewater Beach Hotel in Chicago at the time of the ALA midwinter. So we gathered there, reviewed what had taken place both in Louisville during the time intervening since then, and made plans for the conference ahead.

The whole undertaking was very much of a shoestring operation, and most of the basic expenses of those early years were covered either by the officers themselves or by the institutions which those officers represented. Special mention should be made of Bob Beach and the first Proceedings, which he published. He initiated these himself and was in sole charge of their preparation; and I believe that the pattern which he set for these continues to this very day. This was a great force in tying the group together and in making them feel much, much more unified. If you ever have the time and inclination, I would heartily recommend that you glance back over the minutes and papers of this first conference. I can guarantee that you will find some of them making for most interesting reading.

Too, memberships did not come easily. It's true that our original membership classifications were rather closely defined. This was done deliberately, because the leadership feared that this newly-begun organization might meet with the same fate that had come to the old Religious Books Round Table of ALA. Our first membership dues were set at $2.00 for active members, $1.00 for associate members, and $5.00 for institutional members. During that first year, Bob Beach got out one mailing, and I myself got out two mailings, beating the bushes, so to speak, for membership subscriptions. At that time, and because of the limitations, it was possible for there to be only ninety-four institutional memberships; and it was with some pride that I was able to report at the second conference that seventy-two of the ninety-four eligible libraries had joined ATLA as institutional members. The active memberships at the end of the first year amounted only to eighty-six, and there was a total of five associate memberships. If you get the feeling that I am trying to make the point that those early years were fraught with difficulties, you are correct. But I believe that these difficulties have served to result in the splendid organization which you have before you today and are, indeed, its very solid foundation.

As was inferred at the beginning, you are to be commended for taking this time to pay a few respects to your past; but the real work for you remains in the future; and, as I have said on other occasions, the possibilities for further cooperation and development of every variety seem to me to be enormous. So it is best that you be getting on with this task, knowing that you have my own best wishes for every success in any undertaking which you may elect to tackle. You see, everything that you do by way of outstanding accomplishment serves to make us all the more proud to have been that number one host!

When I thought that I was going to be present in Kansas City, I planned to prepare and distribute a chart of where all you have met during these last thirty-nine or forty years. I think that ATLA has covered the United States most commendably, although a charted map of the meetings might produce some evident gaps. I do not have a list of the places before me, and my memory may be faulty; but, as I recall, we have met three times in the Chicago area, once at Chicago Theological, once at McCormick when it was on the north side, and once at Garrett, out in Evanston. We have also met three times in Louisville. The first one, as has been stated, was on our campus; the second one was on the campus of the Southern Baptist Seminary. This was a big one; for, in addition to our group, the Seminary also hosted AATS and the American Society of Church History at that same time. The third time around was again on the Southern Baptist Seminary campus. We served as co-hosts for that one, but they carried the major burden of the load; and a session over here met on only one afternoon. Consequently, you have probably met in Louisville more than in any other single city. It's really no longer within my province to say so, but this will serve to invite you to return again at any time! It seems most appropriate that you should come back to your birthplace every once in a while; and I am confident that both Ronald Deering, the librarian at Southern Baptist and Joe Coalter, my own worthy and superb successor, will be most happy to welcome you! Also, when you come around to observing your fiftieth anniversary, in 1996, if someone will invite me and if someone will furnish a wheel-chair, I'll promise to make every effort to be present in person!

Thank you very much for listening and for your patience as I have tried to wrestle with this recorder. Please forget as soon as possible the slips which I have made in handling the machine. Very, very best wishes to you for a most successful Fortieth Conference, in Kansas City, in June, in 1986.

Revolutions, Evolutions, and Syndromes
ATLA Anniversary Address

by
Dechert Turner
Humanities Research Center
University of Texas

Either due to a lack of sufficient sentiment in my make-up (like the lack of calcium) or due to an over-presence of sentiment--I have never quite known which is the case--I have never been comfortable in extensive personal journeys back in time to events of former years. Having, however, been a portion of the academic community for four decades plus, I have been present at many retirement banquets or similar events, where the people being honored spent most of the time, in their responses to verbal-laurels already heaped upon their heads, doing a total vocal recall of events and persons involved in their past associations with the institution. And each time, I have always felt a strange embarrassment, almost as if they were revealing things which should be kept within one's mind and heart. I don't know why this is, but it is a character trait which I have, and thus will explain why I will not speak long concerning the early years of the ATLA.

I was indeed at the first meeting in Louisville, and in fact I was at the first thirteen annual meetings, attending in later years now and then so as to allow other members of my staff to be present. Travel funds were always a problem, and in many years, I was so tied to the financial needs and excesses of my own children that I could not always afford to pay the fare out of my pocket, and there was none in the school-till to take care of it. Institutionally, I have always been so deeply in debt due to purchase of books for which there was no immediate budget to cover, that every other fiscal facet of the operation suffered severely. But I'm glad that I did, for the libraries I have served are the stronger for such a stance. But of all organizations with which I have been associated, the American Theological Library Association will always hold first spot in my heart. It was, and remains, the instrumentality by which a very special group of people with a very special interest have been able to hone ideas and practices into a professional profile and ethic. The evidence is quite clear. All one has to do is to review the Proceedings of the ATLA. What is shown is an immense growth in bibliographic sophistication. This is as it should be. But such results are not automatic. It came about because many people worked hard to translate potential into reality.

I am a theological librarian who served Vanderbilt for four years (1946-1950) and Southern Methodist University for thirty years (1950-1980). I remain a theological librarian who has now served the State of Texas in the Humanities Research Center for six years (1980-1986). My theological background and continuing interest seems to be a source of immense curiosity among my current colleagues. Their curiosity, and my curiosity at their curiosity, creates something of a protective moat, as well at times a genuine verbal barrier. For instance, I remember remarking to a staff colleague that a particular book had profound Christological implications. His puzzled look alerted me to the fact that I had slipped into my old modes of conversation. Finally, he suggested, hesitatingly, that he had not seen anything about glass in the book.

Aside from a substantial change in verbal patterns, working in the director's office of the Humanities Research Center differs mainly in quantity of people and paperwork from working thirty-four years in a theological seminary. The reason for a basic similarity is subject matter. The nature of man and his relationships with his deity is the common concern of theology and the humanities. Certainly James Joyce and T. S. Eliot were among the greatest of 20th century theologians, with W. H. Auden following in a typology of apostolic succession. In the case of Joyce there is even an amazing parallel in the patterns of criticism. The Joyce industry, like biblical criticism, struggles with the problems of a basic text, and the various schools of Joyce critics have an amazing similarity to the schools of biblical critics.

Indeed, working in an institution where 90% of the holdings and research are based on a massive collection of manuscripts and printed books of 19th and 20th century American, British, and French literature has had a reverse educational result in instructing me in theological truths. For instance, I never fully believed in original sin until I started to work with State employees. In the many years when employed in theological institutions, I cherished and nourished an old-fashioned liberal bent toward the belief that in every man there was that spark of divinity which made a strong belief in original sin a type of poetic exaggeration. No longer do I hold such reservations. State employees can be persuasive teachers.

For the sake of a brief recalling of the first meeting of the ATLA in Louisville, Kentucky, let me center on one person--the wonderful man who chaired the first meeting and saw the organization through its early infancy--the late Dr. L. R. Eliot of Ft. Worth, Texas. At the time of the first meeting, I was a cataloger at the Joint University Libraries, Nashville, which served the bibliographic needs of the Vanderbilt School of Religion. When I moved to Southern Methodist University in 1950 to establish the Bridwell Library in Dallas, I, of course, became a neighbor of Dr. Eliot's.

I remember at that first meeting that Dr. Eliot insisted upon pronouncing Louisville as Lewisville, and that he moved events onward with a firm hand. A man of great charm and great sweetness of spirit, he set in motion most of the projects which occupied the ATLA for years. It was at this meeting that many of the most meaningful friendships of my professional life were started. Unlike Sir Max Beerbohm who wrote that "Having been at Oxford is much more comfortable than being there," I am profoundly grateful that I was privileged to be there at the beginning and also to be here forty years later.

The first four decades of the ATLA have been years of dramatic change in the library world. Without verbal inflation, we can call these changes "revolution"--or at least "evolutions." Let's take five events or attitudes which have changed today's ATLA meeting from the first meeting 40 years ago. Two of the revolutions are mechanical: (1) the presence of the computer, and (2) the presence of the copy machine; but let me remind you that culture has a very close relationship to machinery. The great impact of the Gutenberg Bible was not that it was a copy of the Vulgate text (the world didn't overwhelmingly need more copies of the Vulgate text at that time) but rather that the invention of printing was a technology which enforced the standardization of language. William Caxton, the first printer in English, in selecting words for his printed books, standardized English and set in motion the greatest flowering of English culture ever experienced, culminating in the publication of the first Shakespeare folio in 1623.

The third change is the frank facing of the most critical issue of our day--conservation. The fourth change is a change of attitude toward Special Collections and the fifth change is the rise of the Ransom Syndrome. I will reflect briefly on each of these items.

I. The <u>Computer</u> has brought the greatest imaginable change to our labors, and the surface has only been scratched. The computer is the instrument by which a vast cultural change will take place, as it too, is standardizing a new language. One can anticipate that in four-five-six generations there will be a cultural explosion many, many times the size of the Elizabethan. Only the most agile mind can project what our future with the computer will be.

II. The <u>Copy Machine</u> has been a source of infinite aid. It has also created major problems, problems enhanced by the fact that just as the copy machine was coming into full usage, the copyright laws of the land changed. We therefore live in a period of a tremendous ease in making copies at the same time that the laws concerning the right to make copies tightened tremendously. The issues are particularly difficult in the field of manuscript materials. The purpose of a research librarian's dollar is the gathering of unique materials into one place for the purposes of research. Before the rise of the copy machine, this was a relatively straight-forward affair. Someone had a clutch of letters by an important person, the bookseller offered them for sale, and the librarian purchased them.

Perhaps no development has so identified the distinctions between the needs of the research librarian and those of the private collector. For the private collector, there is not the great difference in his love of his original letter by Charles Darwin even though a single copy or fifty xerox copies exist. After all, the collector has the original. For the research librarian, an entirely different focus prevails. The existence of the copies, or even publication of the letter, has fulfilled the librarian's basic motivation--the letter has been saved. To spend institutional dollars on manuscript materials which have been copied and thus available somewhere is dubious wisdom.

This situation places serious responsibility upon the bookseller and the auction house. Certification that the item has not been copied, and that if copied, that the copies are being surrendered is not easy. With all honesty, the present owner might affirm he has made no copies, but a former owner might have made a hundred copies. But without certification, the librarian is in serious jeopardy of spending resources for materials which are not unique, thus calling into question his judgement.

At the present moment, no fool-proof answer is known, and thus the bookseller and the librarian struggle in a limbo of uncertainty.

III. <u>Conservation</u> is at this moment the single most important issue facing our institutions. We, and our progenitors, have merrily danced through the passing years, gathering swiftly all which we could reach, with small regard for the ultimate price we were to pay for keeping the materials now obtained. The basic truth is that we are going to lose a great many items over the next decades for the time has simply run out on us. In my own institution my daily prayer is "give me 100 men for a 100 years." What I do have is a staff of 23 conservators, armed with an amazing amount of equipment and skills. Sometimes, miracles of restoration are performed. But 10,000 miracles will not be enough. In spite of the fact that conservation is big business with us, we are still not going to get everything saved. What is required is an iron-clad priority system immune to special interests, but the fullest realization of such is much easier said than done. We have reached the last day of grace when self-destruct materials can be ignored. Every library administrator must now change styles, no matter how old or revered the style. Henceforth, judgement on his work will be structured on how much of his collection he managed to save, rather than how much new he added.

IV. Another change, the growth of special collections, requires the full range of the decades to measure. Not as dramatic in its arrival on the scene as conservation but, nevertheless, a great change has taken place in the attitudes toward special collections--albeit strangely enough theological seminaries have never quite made up their minds concerning rare books.

When Melville Dewey established his library school in 1876, its whole approach was structured toward an authoritarian bibliographic democracy. Everything from the Gutenberg Bible to the latest Victorian novel was to be equally available to all people. Cards in pockets became the record of the movement of books to the reader and back to the shelves. There was regnant a genuine conviction that it was, at the minimum, poor administration to have any materials set aside separate from the central regular collection. The bibliographic egalitarianism made one basic assumption and that was that the rights of materials to proper conservation and care by limited access were secondary to the rights of people to use these materials. In other words, special collections were held to be subversive to sound library structure. And, with a few notable exceptions, it wasn't until the 1950s that this stance was challenged. The post-1950 world was to see one of the great sagas of bibliographic change, and that was the rise of interest in and support of special collections. Special collections, when properly conceived, become the bibliographic mirror to a subject, an idea, an event, which is judged important in cultural history. The central idea of special collections is that a special collection will more adequately capture and preserve that idea or subject when kept separate and discrete than would happen if all tha materials were scattered in accordance with Deweyesque enforced democracy.

However, the revolutionary nature of special collections must not be overlooked, for such dramatically changes a fundamental concept of library structure. Special collections, because they do receive special care, transcend the old stance of the right of user over the right of materials, and works on the assumption that there is a larger heritage at stake at any single time than a single person or single generation. Indeed it demands that users certify their rights to usage by proper background, previous research, and genuinely articulated perimeters of research, for the materials themselves have preeminent rights to conservation and survival. Thus occured in the post-1950 world a typology of division between the supportive materials of the academic enterprise--a division between those materials which could be deemed consumable as stack books and reference books and separating those materials whose claim to survival is deemed special.

Another contributing factor entered the picture with the rise of the massive reprint programs. The ultimate end product of wide reprinting is to make all libraries alike. But libraries, like people, will inevitably strive for some type of individuality and identity. And the chief road to this separate identity became the path of special collections.

This brought back into historic reality a facet of book life which had all but been lost during the pre-1950 world--the love of the book because it is a book rather than simply an instrument to an end. The unashamed rise of bibliographic iconography was nurtured through those special books of special collections whose presence proclaim the bibliographic faith--such as the Eric Gill Four Gospels which, because of its excellence of production and its position in bibliographic history, proclaims as does the Cross of Christ the genuine bibliographic faith. Not to be touched by ordinary hands or used by the unclean-of-heart, but rather by its presence to declare as surrogate for all lesser books that books are the most important structure for the continuation of Western culture.

Within the context of our mutual involvements in theological librarianship, let me turn to a facet of it which has puzzled my mind--never being able to arrive at an explanation. I am talking about the attitudes of theological libraries towards rare books. Now "rare books" mean many things, but I think you can sort out the specific contours about which I am speaking: the incunable period which saw the first printings of many of our most basic classical texts, the sixteenth-century printings of the foundations of Protestantism, landmark imprints of biblical text, etc. No intellectual discipline has such close relationship to these materials than theology--in content, in historic significance, etc. And, yet, generally speaking, it appears that theological libraries have not done the best possible job in this area. In fact, it is easy to slip into the conviction that theological libraries are anti-rare book, or hold so mild an interest that little is done to collect, hold, and use such materials. Again and again I see the foundational publications of our heritage removed from theological collections and sent via the auction room or other arrangements into the keeping of secular institutions. I guess my inability to understand the thinking which permits such must be added to my long list of personal perceptive flaws.

V. The last, but certainly not least, dramatic change I've seen since the first meeting of ATLA is the rise of the Ransom Syndrome. This will probably be something of a mystery to some of you, and maybe after I get through my explanation it will remain so. However, it has had such a profound influence upon literary criticism that I cannot think its patina has totally bypassed theological libraries.

The Ransom Syndrome is named for the late Harry Huntt Ransom who in the mid-fifties set out to modify bibliographic geography. And he did so. Mr. Ransom left no record of just when he decided upon the particular plan which had such profound results. I have hypothicated that in one of his 3:00 a.m. periods of sleeplessness he decided how he would break out of the box of fixed bibliographic geography and transform a good library collection into a great one. Think back to 1946. It certainly appeared that bibliographic geography was a fixed picture. The great libraries of the world were known. In the United States, the strong libraries of the East, along with a few institutions on the West coast, would inevitably get stronger. There were, and would continue to be built, good collections throughout the land, but basically, the patterns of bibliographic dominance would remain as they were.

But substantial change came, and it was due to the Ransom Revolution. What was it? Reduced to its ultimate simplicity, the Ransom Revolution worked on one basic conclusion: that the first edition is not the beginning of the literary process, but rather its end. The first edition, the printed book, comes at the end of a long and at times torturous process consisting of (1) author's original notes; (2) manuscript; (3) corrected, rewritten manuscript--sometimes many times rewritten; (4) copy for printer; (5) galley proofs; (6) corrected galley proofs; (7) page proofs; (8) corrected page proofs; (9) and ultimately, the printed book.

In other words, the true seat of analysis, criticism, and understanding the literary process is in the pre-published materials, and thus the need for complete archival collections. Later years, with sufficient distance from those often misunderstood mid-fifties, reveal the dramatic changes brought about by the Ransom Revolution.

It is clear now that Mr. Ransom's central idea was an astonishing combination of foresight and necessity. Let's take the necessity first. The first edition came into its bibliographic kingship 100 years ago, in the 1880's. By the time of the Ransom Revolution, some of the profound tiredness of the dominance of the printed text of the first edition as a basis for literary criticism was all too painfully evident. Remember the shallow and thin and even grotesque schools of criticism which desperately tried to work exhausted soil in these years? But when Ransom turned the attention to the preliminary artifacts, it opened a fertile whole new world, and gave scholarship a massive area in which to work and come to a new understanding of the literary process. From the standpoint of literary criticism, this was the greatest event of our time for it released the scholar from the dominance of the first printed edition and provided entrance into the much wider range of archival collections. The Ransom revolution made many other changes in the patterns and pricing of collections, the relationships between writers, book-sellers, and collections. But the full coverage of those facets is best left to another occasion.

And so revolutions, evolutions, and syndromes will continue to develop the next forty years as they have in the past forty. Certainly it can be said that there have been no dull periods in the last forty years. I salute you for your work with deepest admiration and affection.

WORKSHOPS

Human Considerations in Library Automation

by
Kathryn Luther Henderson
Professor, Graduate School of Library and Information Science
University of Illinois at Urbana-Champaign

Introduction

In the more than two decades that libraries have been involved in automation, much has been written about the subject in general as well as about specific applications, systems, practices and procedures. Only recently has the library profession begun to consider the human aspects of the implementation of automation; however, in the long run, how automation affects persons, be they staff or users of an individual library, may be a key factor to the success or failure of library automation projects. This paper will explore reasons why psychological and social stress can exist in computer-mediated systems; indicate areas where physical considerations need special attention in the automated workplace; and explore software related considerations. It will illustrate how effective planning and training can be a means to help assure that human concerns are not neglected in the automation process. Included will be results of a survey of a random sampling of theological library directors and library staff concerning the implementation of library automation in their libraries. Findings from the literature of library and information science, education, management, psychology, and human factors research will be included.

That librarians have been slow in acknowledging the effects of automation on human beings is not unique to our profession for, as Wilbert O. Galitz has pointed out, in the first twenty years of its existence, the data processing industry paid little attention to the human/computer interface in system design.(1) In the beginning, the focus in data processing was on the efficient use of central processing units and the storage media. The cost of technology was high and only specialists used the computers. The systems were designed from the "inside out." But when other than computer specialists began to use computers, emphasis moved more toward users and "user friendly" became a part of the vocabulary. By the 1970s, visual and postural problems were increasingly reported by computer operators along with work stress. This prompted interest in the design of hardware, workstation and office environments, and jobs to better meet human needs. The relationship of humans and computers became a part of the area of study known as human factors research which is a scientific study of people at work. The term is a North American derivation of the European term "ergonomics" which connotes a worker's relationship to the physical things around him/her including the equipment, the layout of the workplace, and environmental factors.(2) Since society has now had several decades of experience with computers, researchers from a number of different professions have had sufficient time and data to study human factors in the relationship between humans and computers.

That ergonomics will become increasingly important is evident when we hear the prediction that by the year 2000, approximately 90 percent of white collar workers will make use of terminals in their work. Fred Best, who has written a great deal about the impact of the new technologies, says that "the nature of work in the future may take on new dimensions that we can scarcely perceive."(3) Almost every day, we read of new computers with increased computing power at less cost, new more user-friendly software, new high-speed printers and telecommunication systems that help create the shift from paper to electronics. As our typewriters, file cabinets, and mail systems increasingly are replaced by word processors and computerized data retrieval systems, many present jobs will become unnecessary while familiarity and skill with computers will become essential.(4)

It might be comforting to believe that such changes will never occur in theological libraries, but on a small scale they have already happened. Twenty-one years ago when I last worked in a theological library, we pondered over the possibility that some day theological libraries would have computers. To some that seemed an absurdity at that point in time. Today, of the 156 libraries listed as "Institutional Members" in the _Summary of Proceedings, Thirty-ninth Annual Conference of the American Theological Library Association, 1985._(5), 92 of the libraries were listed in _The American Library Directory_, 38th ed., 1985(6) as using some form of automation. (Some of the libraries in the ATLA listing were not found in the _American Library Directory_ and some that were listed may have neglected to indicate their automated systems for directory listing. Also some libraries affiliated with larger institutions may use the automated systems of the larger institutions and were not recorded separately in the listing. It is possible that other libraries have added systems since that time.) While this count cannot be totally accurate as to the number of theological libraries using automation, it can be said that at least 60.8% of the listed libraries now make some use of computers. Although for most, use is predominately related to the OCLC bibliographic utility, a few libraries make extensive use of library automation. The increasing power of microcomputers should allow for more libraries in the size range of many theological libraries to begin or extend the use of computers, and, therefore, to consider the needs of the persons who will be involved. For those presently using computers, the human aspects of automation will always be a concern since automated systems require replacement every five to seven years. Jon Drabenstott laments that "the half-life of library technological advancement is decreasing rapidly; new 'generation gaps' are emerging within library automation technology."(7) Such changes require the reorientation not only of library personnel, but also, where self-mediated online services are available for users, of them as well.

Survey of Theological Libraries

At this time, a few words about the survey that was completed for this workshop are in order.(8) From the 92 libraries listed as having some form of automation, a random sample of 40 libraries was drawn and a questionnaire was mailed to the director of each library in the sample. Thirty-seven of the libraries were in the United States and three were in Canada. Thirty-seven librarians replied. Two librarians completed only part of their questionnaires. (One wrote a letter more fully describing his unique library situation.) One librarian indicated that the questionnaire was not appropriate to his library situation. Some questions were not answered by all respondents. Hearing from 92.5% of those to whom questionnaires were sent speaks to the dedication of theological librarians. This expenditure of time is deeply appreciated. Answers for this part of the study came from directors or heads of units or from a combination of several people in such positions. (In the remainder of the paper, they will be referred to as directors or managers.) In addition, the survey packet included a questionnaire in a separate envelope which the accompanying letter suggested be distributed by the director to the person who spends the most hours per week working at a terminal performing library functions such as cataloging, acquisitions, and/or reference. It was suggested that this person might be the copy cataloger. (Responses came from 11 catalogers, 9 technical services librarians, 4 assistant directors, 2 library technicians and 1 each from a variety of employees from a secretary to an automation librarian.) A separate envelope for return of this questionnaire was included so that the response could be anonymously completed by the library staff member. In all, 34 responses that could be used were returned from staff members and their responses, too, are greatly appreciated. Again, not all questions were answered by each respondent. In two libraries, the same person answered both questionnaires. In one single-person library, the staff questionnaire was returned unanswered.

For the libraries in the sample, the OCLC cataloging subsystem was the predominant form of utility or commercially provided library automation--30 libraries used it, while 22 libraries used the utility's interlibrary loan subsystem; three its serials subsystem; and one its acquisitions subsystem. Two libraries used RLIN's cataloging, acquisition, and interlibrary loan systems. UTLAS was used by two libraries. One library used the Virginia Tech Library System while another used the Carlyle system. BRS was used by 15 libraries while nine used DIALOG. Seven other specific listings were made by individual libraries.

Twenty-two libraries made use of microcomputers numbering from one to 10 in any one library. Micros were used for a variety of tasks including cataloging (frequently the OCLC M-300); acquisitions; word processing; circulation; electronic mail; administrative support activities (e.g. bookkeeping, budgeting, etc.); serials control; and government documents preparation. Fourteen libraries indicated that they used local minicomputers or mainframe computers.

Twenty-five libraries now have card catalogs; two have Computer-Output-Microform (COM) catalogs; two have online catalogs; five have a combination of forms. One has a combination card/online catalog while four have card/COM combinations. When asked to indicate their plans for future catalogs, seven libraries indicated that they were "dreaming about a change" but had no definite plans for that change. Thirteen indicated that they were planning a change but had not determined a date for implementation. Nine libraries planning changes indicated that the change would be to an online catalog; two did not say what the change would be; one indicated that plans were to have a COM/online combination; and one said that a combination of formats was planned but did not say what that combination would be. The remainder of the libraries were not contemplating changes. Implementation of a new form was near for four libraries with two expected to implement online catalogs (one in June 1986; the other in January 1987). The other two libraries expected to implement COM catalogs in August 1986 and January 1987. It is obvious that theological librarians have much work ahead of them in planning these changes in catalog format that will involve their staff, faculty, and students in new and exciting ways and require the most skillful handling of human factors that librarians have ever experienced.

Psychological and Social Considerations

Introduction

Today, each of us is a part of technological changes that are the most drastic that humans have ever experienced. Technological change is an especially complex type of change since it is interlinked with social, organizational, and task change. For many, technological change creates troublesome experiences. Troublesome experiences in our daily lives, be they in our personal or worklives, are usually described as stressful experiences. Some of this stress is routine--the hassle of daily life and work--but some stress experiences alter or intensify the routines and roles of worklife. Automation is one of those altering or intensifying experiences. Stress can be either good (challenge) or bad and can elicit psychological and/or biological responses.(9) The U.S. Office of Technology Assessment identifies psychological stress responses to working conditions as *including* "challenge, boredom, anxiety, mental fatigue, depression, satisfaction or dissatisfaction, and feelings of security or insecurity" while biological responses can include chronic arousal (i.e. neural, hormonal, and immunological responses to external stimuli), periodic arousal, muscle fatigue, headaches, and psychosomatic symptoms.(10)

Craig Brod identifies a new, modern disease which he terms

> "technostress" and defines as a disease of adaptation caused by an inability to cope with the new computer technologies in a healthy manner. It manifiests itself in two distinct but related ways: in the struggle to accept computer technology, and in the more specialized form of overidentification with computer technology.(11)

In order to understand some of these stresses that computers bring and the many different styles that humans have of interacting with computers, we will now turn to the findings of some of those who are now studying this new phenomonen.

Coping with a "metaphysical/psychological machine"

For many persons, the computer is as Sherry Turkle calls it "a metaphysical/psychological machine"(12) because it influences how we think about our own psychology. We speak of computers in terms borrowed from human mental functioning--e.g. we interact with computers as we would with a mind.(13) Indeed, she suggests, opening up a computer is not like opening up other machines in our history, for the mechanisms of modern computers with their wires and chips are different from other machines.(14) We tend to anthropomorphize computers blaming them when things go wrong.(15) Computers encourage us to treat them as persons--after all, they do give answers! In contrast to our former, essentially single purpose machines, computers cannot be defined by their functions because they do so many different things--they process words, they compute, they calculate, they count, they correct misspellings. (The M300 that many of you have performs multiple functions in one machine.) There is no easy analogy for this new machine except people. Like humans, computers are unpredictable--one can write a program and feel that the behavior will be predictable but dealing with a computer system is dealing with a system that surprises. Line-by-line one seems in control, but, on the global picture, control slips away.(16)

Turkle says:

> ...there is a tension between the local simplicity of the individual 'acts' that comprise a program and the global complexity that can emerge when it is run. When you talk about the overall behavior of the program, descriptions of local simplicities seem off the point, and the temptation is to see the machine as something that borders on life.(17)

A computer has the ability to embody a process, to specify a sequence of rules. It is made of logic and not wood, water, etc. as are our other machines "and thinking about the core of a machine as the exercise of logic leads people back to thinking of the computer as a mind."(18) Turkle further reminds us that:

> Technology catalyzes changes not only in what we do but in how we think. It changes people's awareness of themselves, of one another, of their relationship with the world. The new machine that stands behind the flashing digital signal, unlike the clock, the telescope, or the train is a machine that 'thinks'. It challenges our notions not only of time and distance, but of mind.(19)

Shoshanah Zuboff of the Harvard Business School notes much of the same when she tells us that intellectual technology, as opposed to earlier technologies, substitutes algorithms or decision rules for individual judgment. Skills, therefore, become formalized and know-how intrinsic to a job is integrated into a program.(20) (Librarians will see more of this happening as attempts to build expert systems and artificial intelligence systems become more a part of our reference systems.)

Zuboff sees other changes along this line:

> as more activities are planned in advance and concretized in an automated process, the less they require actual decision-making at each stage of execution. Consequently, what was once a decision is not exactly a decision any longer. Instead it is a working-out of information according to rules that are specified and embedded in a computer program.(21)

Little wonder that the introduction of computers is stressful for some people who are "up against" a "mind" that is not embodied in a human body and that requires communication skills that are not at all like those to which we are accustomed.

The Loss of "Free Space"

Another fear when computers are introduced is that our "free space" for inspired actions may be gone. Free space, according to Zuboff, is fundamental to professional work because one reason that we become professionals rather than following other avenues of work is to carry out inspired actions.(22). This fear has certainly been exemplified over and over again by professional catalogers in the last decade as some aspects of cataloging have more and more become "button pushing" operations and is likely to be experienced by more public service personnel in the future as online searches are turned over to users. In fact, some of the "thrill of the hunt" is already gone from reference searches as online systems select and assimilate information from various indexes, decide how much (or how little) information to display, etc. The same is true of online catalogs where the program--not the art of the searcher or the skill of the cataloger in assigning additional access points--decides what to display for users. Zuboff notes that for many professionals "the 'art' in their jobs is reduced..." with computer technology.(23) But there are, according to Brod, even deeper problems if this art is eroded for

> if we continue to equate the simple logic of a machine with the complex workings of the human brain, we endanger our inherent ability to find creative solutions to the inevitably complex problems of the future.(24)

Again, this offers prudent advice for librarians (and eventually users) who grow too complacent with the revealings of online services (which have their own limitations) and neglect other sources or the exercise of human judgment. Feelings of complacency or powerlessness for the professional can soon lead to taking the path of forgetting how to exercise professional judgment. On the other hand, feelings of powerlessness can lead to problems of morale and resistance.

Workload and Control

Automation can increase the number of tasks a person has to complete, increase the complexities of the tasks, speed up the pace or increase the amount of information needed to complete the task.(25) Some of the changes may be transient--others may be more permanent. We all expect automation to bring more productivity which brings about its own stress. How much control the worker has over these situations can influence the degree of stress experienced.

As automation has come to libraries, reference librarians using online databases retrieve many citations, the texts of which are not always in their libraries. What constitutes a relevant document must be determined. What is available locally must also be determined. In this day of networking, another factor enters in--the higher expectation of users that items not locally available will be obtained elsewhere for them. No longer are users satisfied with local holdings; thus the reference librarian must locate the sources and initiate the borrowings. Likewise, availability of holdings in online services means increased interlibrary loaning. Many libraries that had little traffic in that area in the past now find that they are more frequently called upon to lend materials. It is challenging to share resources, but since we have not advanced very far in textual transmission, many more hours are now required doing dull, repetitious work such as photocopying materials for interlibrary loan, preparing them for mailing, etc.

Work can change in other ways. As more libraries develop online catalogs, reference librarians, as they assist users, are finding that they need to know much more about cataloging's rules and procedures than they may have anticipated. The fumble/thumb/stumble methods that we have sometimes used to locate materials in the manual catalog don't work in the literal, computer catalog.(26)

Bibliographic instruction has also become a bigger need in libraries as computer-systems have come in, and the need will increase as more libraries adopt online catalogs. So far, most uses of online services have been mediated by librarians. But our expectations, from the beginning, have been that online catalogs will be primarily mediated by the end-users. As the tools change nature, users need to be able to also change the nature of their use of the tools. And they will need help to learn. Much of this help is likely to be individualized instruction requiring sharpening up old or developing new pedagogical skills. Both the instructor and the user will need to develop not only basic search techniques, but also come to understand the _conceptual_ framework of the system (e.g. record structure, file organization) and its capabilities. (27)

Higher Expectations of Speed

The higher expectation of speed fostered by the computer "can lead to a distorted sense of time and distorted expectations about behavior."(28) As Brod reminds us, the incredible speed of the computer is one of its most seductive features and the expectations of the employer tend to rise also for the employee.(29) He continues:

> As our idea of what we can accomplish in a day is reduced to a matter of hours, and then a matter of minutes, our sense of time is profoundly altered and compressed.(30)

We become ever more conscious of response delays and downtimes. Seconds seem like minutes, and eventually, even hours. Any delay becomes intolerable. Why is it that we could wait (sometimes for months) for bibliographic data to arrive from the Library of Congress in card or book format, but now we become restless if the response time from the bibliographic utility runs to a few seconds?

This expectation of speed leads to a higher expectation of oneself, of others, and of the computer. Why isn't the work done? After all, we _do_ have that expensive computer system now! But the reference librarian must still conduct a reference interview to know what the user needs and must still construct a search strategy to retrieve the material.

The computer may speed up work for some of the staff but not for others. I remember the work experience related to me by a cataloger in a small college library when OCLC came on the scene. Management and all the other librarians thought the backlog would disappear "overnight." The work of acquisitions speeded up because verification came so much more quickly. Interlibrary borrowing speeded up because locations were so readily available. But the cataloger had to instruct the other staff in searching, learn tagging, master the system, change her work pattern and procedures, refashion the context in which she worked, and do many aspects of work that had not been a part of the previous procedures. Much of this was not readily apparent to those who were less involved in the changes. So when the backlog did not disappear "instantaneously", a backlash for the cataloger occurred illustrating once again that all too soon any delay becomes intolerable.

Computer-Mediated Work

> A computer system requires different mental and emotional skills to work with it than does a manual system. For example, a computer system frequently demands more abstract thinking than does a manual system while at the same time the computer system requires a conformity and adherence to its protocols, delays and down times and a tolerance of its blatant intolerance of errors and even slight deviations from its procedures. All of this may be difficult for some people to accept.(31)

A technology that "abstracts most of the work it reorganizes"(32) illustrates again that the computer is an extension of the mind rather than of the human body as have been our previous machines. While requiring more "cerebral attention", computer work can still be boring and routine.(33) At the same time, the work can require more close attention and seem more intense because of the full screen of information that must be viewed.

In computer-mediated work, when the scene changes from physical to mental activities (i.e. the abstraction of work), we no longer manipulate physical objects, create, store, and distribute forms and documents as we once did. Instead we move symbols with the push of a button.

> For the person who is accustomed to being able to see and take part in the process of manipulation, this change can lead to a sense of removal from the work process.(34)

Although this feeling may diminish as one becomes accustomed to the new form of work, this feature may still be stressful. An interesting consequence of the abstraction of work is the increase in the amount of paper that is generated to store information at all stages in a project. Even though we see what we input on the screen, we have a strange feeling that it isn't real. Although what we put into the word processor is very much like typing, the lack of any physical feedback about what has been done can lead to printing out of many versions of a document.(35) The electronic age has not yet saved many trees!

This invisibility of much of what we do in computer-mediated work is stressful to those who like to "put their hand on" something visible. When a typist typed a catalog card, he or she could see what it looked like--there was a tangible, physical item to hold in one's own hand. Now, if the catalog data is typed into a terminal and the cards produced at OCLC or the product eventually ends up online, there is not that same tangibility about the product. The producer may never see the finished product. The same is true for the filer who organized finished cards into a card catalog. He or she knew that something tangible was being placed into a known organized structure. In an online catalog, few of the users or librarians have a picture of the structure. Zuboff says "Generally, when work becomes computer-mediated it no longer offers physical access to the object of work processes."(36) This may be one reason that library workers often retain paper files even though information is online. They need to feel that physical connection with their work.

Computer-mediated work also has a way of changing our well established library tools and sources. In many ways, the role of librarian has become more complicated because of the increased number of sources in which information can now be found which can lead reference librarians to feelings of inadequacy, lack of competence, and loss of control. For the user, addition of more and more bibliographic systems (e.g. bibliographic utilities, online reference databases and online catalogs) requires additional library skills. Then, too, in our former tools, there was something of a universality about them--we could again feel and touch them. There was something comfortable about opening up the pages of a book index and seeing a page unfolding that told us what was available about a subject. There was something commonplace and comfortable, that familiarity had fostered in us, about pulling out a catalog drawer. Certainly, there were problems of various sorts and degrees, but, at least, most of us knew how to get started even if not knowing always how to proceed perfectly. We learned to develop our own search mechanisms--imperfect though they might be. If all else failed, we could resort to leafing or thumbing our way through those old familiar tools, but we cannot just walk up to an online catalog, pull out a drawer and begin a search with our own strategies and protocols any more than we can do that with an online reference database. Strategies and protocols developed in one library, for one library tool, or from working with a non-library situation are not necessarily transferable to another library, tool, or situation. If you do not know the secret "password" (the command), you cannot open the door, for now, opening the door is cerebral rather than physical. If you do not use the "password" frequently, you have to relearn the process. User resistance symptoms, like those of employees, may be quite subtle. Sara Fine suggests that one out of five users will be true resisters. Some will become non-users. Some will develop a rationalization such as "if I can't find the information without technology, then the information doesn't exist--or if it exists, it isn't what I want." Others will become aggressive--not necessarily to the technology, but to something else or to <u>someone</u>. Or they will develop what Fine calls "terminal paralysis" by becoming unwilling to learn, or they will circumvent the system.(37)

For some the computer creates a feeling of uncertainty when errors occur or when strange messages appear on the screen. Those persons tend to feel that the computer is omnipotent--that it can do "no wrong." If a mistake occurs, it must be <u>their</u> fault--not that of those little electrodes or a glitch in the program or a peculiarity of the particular machine. This is especially true when users are not too sure of themselves or of the system during the earlier stages of learning. It is hard to realize that some things that occur in computer-mediated work are not explainable or completely understandable.

<u>Social Reorientation</u>

Our places of work provide a part of the social environment in our lives. Computers can change that social relationship and workers know and feel this. In a nationwide study conducted by Sara Fine among library administrators, librarians, library school students, and faculty, it was found that what people feared most about the new technologies was that interpersonal relationships would suffer--but the findings also indicated that resistance was related to whether or not people were a part of the decision-making process in their organization. (38)

As workers spend more time working with computers and as more files go online, there is less need, in some cases, to interact with people. Not only is this true of interaction with employees, but as more users master online systems, charge out items on terminals on their own, or dial up the online catalog from home, interaction with users is likely to decline. In some situations, work time on the computer may be assigned and the employee must make use of every moment on the computer in order to complete the necessary work; other situations do not allow the interruption of the computer operator while he/she works at the computer. Coordination of the work process has moved from the social to the technological milieu when such things happen.(39)

One impact of computer-mediated work is that different forms of communication tend to develop. We write more memos, produce more manuals, adhere more strictly to procedures. If communication becomes too formalized, then those human factors which we value in communications can disappear and those verbal and non-verbal means that we use to interact as humans will no longer be as evident. On the other hand, time and distance tend to become less important when we can communicate beyond our local situation to the wider world. The eventual impact of the "cottage industry" is left for us to ponder in the future, but if it develops, as predicted by some, relationships in the workplace will certainly be altered.

Organizational Changes--Job Redesign

Eventually, in most libraries, automation brings about some changes in the structure of the organizational patterns of the library. Jobs change so job descriptions are rewritten when skills once called for are no longer appropriate. Employees are not fools. They know that automation does change organizations and knowing this, without some assurance of continuity, can result in a great deal of stress.

Privacy

Privacy is an issue that can affect people in a variety of ways. One stressful aspect is the fear that one's work and progress are being monitored by the computer. In libraries, our users fear for their privacy in still other ways. We all fear that sensitive information will get into the wrong hands. There is yet another invasion of privacy which seems to be commonplace--persons who would never think of reading a letter on one's desk seem to have no compulsion at all about looking over one's shoulder while one is working at a terminal. The open screen is like a window open to the world of the onlooker. And there is little we seem able to do to close that window. Perhaps we need to develop yet one more manual--a computer etiquette manual.

Computer Addiction

The opposite of the kinds of stresses and fears that we have just been considering is a new phenomenon: computer addiction and is the second part of Brod's manifestation of "technostress"--the over-identification with computer technology. This pathologically high rate of response to a computer has been variously labelled "computer philia" or "computer addiction" or "microcomputer mania."(40) We have probably all known people who suffer from this affliction or contracted the malady ourselves.

On the job such addiction can lead to the disruption of interpersonal relations, decrease in real productivity (There are times, after all, when a pen or pencil may be the most efficient tool!), and even to physical symptoms. Certainly there is an optimal time limit to work and to reach a plateau in work efficiency and effectiveness. Overenthusiasm on the part of one worker can impede the progress of the less enthusiastic by "turning off" the latter or by eliminating her/his opportunity to learn the system. Or it can make the timid worker feel even more threatened or under stress.

Responses from the Survey in Regard to Some of the Above Factors

From both the directors (managers) and the staff members, open-ended responses ran the gamut from wild enthusiasm to complete disillusionment with automation. The directors were asked if they ever had heard their staff voice a number of negative and positive statements that are frequently heard and/or found cited in the literature concerning automation. The same questions were asked of the staff. The questionnaires were numbered so that comparisons could be made of responses from the same library. As will be seen, there was quite a difference of opinion in some of the responses to the same question asked of the two groups. It should be remembered that the responses from the staff indicate the opinion of only one person while those from the director may indicate the responses from a number of different staff over a period of time. Not all of the items listed can be summarized here, but some of the most revealing ones will be commented upon.

One hundred percent of the staff reported that it really wasn't so hard to learn about computers after all and that automation saved time. Reports from the directors were almost as enthusiastic (93.3% and 90% respectively). While 93.1% of the staff felt that the product/service was now better, 96.8% was the response of the directors. Even though 83.3% of the staff felt that change was good, 36.7% thought that too many changes had come all at once and 23.3% felt that they did not have enough time to adjust to automation. Of the directors, 73.3% had heard comments that change was good; 43.3% thought it had come too much at one time, 16.7% felt they did not have enough time to adjust to the changes. One-third of staff responses indicated that they had sometimes felt that "all the money is going for automation", apparently few (16.1%) ever voiced that feeling to management. Of both staff and managers, 83.3% felt that more was accomplished with the computer. Of the staff, 87.1% felt that the work was now more fun (80% from the directors); 75.9% liked their work more (73.3%). Despite these reports and the fact that 77.4% found their work more exciting after automation and 46.7% found that they had to concentrate more, 40% of the staff also reported that their work was now more boring. One suspects that some aspects became more exciting while others became more boring when automation was introduced, which, as we learned earlier from Zuboff, is often a consequence of computer-mediated work. (For the directors, the percentages were 72.4, 36.7, and 16.7.) Contrary to reports from other studies, only 2.8% of the staff felt that computer work was more stressful. (2% reported this fact to management.)

Studies outside this field show that workers become more dissatisfied as the hours required at the computer increase. If the directive asking the director to give the staff questionnaire to the person who worked the most hours per week at a terminal performing library functions was followed, we can infer that most workers in theological libraries do not spend fulltime at the terminal. This is to be commended and certainly may account for some of the positive attitudes toward automation. The following table indicates the percentage of libraries in which the worker who spent the most hours per week at the terminal reported working there:

Hours per week	Percentage Reporting
5 or less	27.8
6-10	17.1
11-15	10.3
16-20	20.7
21-25	10.3
26-30	6.9
31-39	0.0

40	6.9
	100.0

By far, the most hours were spent doing copy cataloging with original cataloging a close second, and online searching (reference) not too far behind original cataloging.

Despite the fact that only about one-fourth of the workers spent more than an average of four hours per day at the computer, 40% felt that they had to work at the computer too long at any one time. Interestingly, two respondents who worked less than 5 hours per week were in this grouping; the rest of those so responding worked from 6-40 hours a week at the terminal with most at the higher ranges. (Two percent of the directors reported hearing this complaint.)

Of staff answering the questionnaire, 9.4% were 20-29 years of age; 53.1% were 30-39; 21.9% were 40-49; while 12.5% were 50-59 and 3.1%, over 60. When asked to respond to the statement "I'm too old to learn about computers", 23.3% responded that they had sometimes felt that way. Two persons who so responded were over 40, but all the other respondents fell into the 20-29 or 30-39 age groupings!

One source of automation stress and frustration is downtime and 70% of the staff felt that the system was down too long/too often and nearly the same percentage reported this to management (66.7%). Fortunately, only 6.7% of the staff reported that they were expected to get their work done in a certain length of time even if the computer was down (2% reported by management).

Organizational and personnel changes did occur because of automation. The managers reported the following changes:

Job reorganization/realignment of tasks	89.7%
Work flow	82.8%
Job descriptions when advertising	82.8%
Hiring practices	62.9%
Change in make-up of staff (e.g. computer literacy over secretarial skills; computer understanding over professional knowledge)	62.9%
Work scheduling changes	62.9%
Reduction in staff	39.3%
Elimination of specific positions	34.8%
Additions to staff	24.2%

No resignations were reported although one respondent suspected that automation may have been a factor in a retirement.

Social reorientation, often a problem reported in the literature, seemed not to be a problem for those working in theological libraries, perhaps because of the relatively small staff size and because few hours are dedicated to just one type of work and, for most, not many hours are required for computer work. Only 6.7% reported missing the people they had previously worked with and no one reported this to management; 16.7% felt that their supervisors were always involved with automation and didn't have time for regular work or for the terminal operator, but this was reported to management only by 6.7% of the workers. Only 13.3% felt as if the computer had replaced them and the same percentage felt that their work had been dehumanized while 3.3% felt that control over his/her job and autonomy had been lost. Even lower percentages in these categories were reported to management.

While it appears that employees in theological libraries have coped rather well with many of the psychological/social stresses that come with automation, the fact that some managers have not really heard all their feelings on some of the aspects indicates that such stresses are very subtle and often "suffered in silence." But such stresses do exist in some persons and the skillful manager must recognize the subtle as well as the obvious signs. They must also recognize that such stresses will exist for some users when online catalogs are implemented.

Physical Considerations

Introduction

As the new technologies have more and more invaded our work areas, they have brought with them many reports of physical problems from workers at video display terminals (VDT). While all such problems do not originate with VDTs and their workstations, some may be exacerbated by working at the terminals. Among ATLA libraries in the survey, staff members in 53.3% of the libraries felt that their workstations were inappropriate, but only 33.3% of management had heard this complaint. The staff members noted a number of physical problems that they had experienced. Although the directors heard about some of the problems, it is obvious from the following table that they do not hear about all of them. The table shows the percentage of staff reporting physical problems and the percentage of directors who had heard about such problems:

Problem	Percentage of Staff Reporting	Percentage of Directors Hearing
Eye strain	87.5	46.7
Back pain	53.1	25.6
Headache	53.1	24.1
Stiffness	51.6	20.0
Neck pain	50.0	20.7
Shoulder pain	45.2	20.7
Fatigue	45.2	16.7
Wrist problems	9.7	6.7
Tendonitis	6.5	3.3
Arm pain	3.3	3.3

Some of these problems will now be discussed in more depth; however, to do each justice would require a separate paper for each.

Visually Related Considerations

Video display terminals (VDTs), sometimes called CRTs (cathode ray tubes), are the heart of the computer operator's environment. There are many available VDTs and few are alike. Therefore, there are many factors to consider in choosing an ergonomically satisfying one.

Louis Tijerina describes a CRT display as "a vacuum tube with an electron gun at one end and a screen whose interior surface is coated with phosphor particles, at the other."(41) As voltage is applied to the electron gun, a stream of electrons is emitted and focused into a narrow beam that strikes a specific part of the screen face. This causes the phosphor particles to glow. For the operator, this appears as a bright spot of light on the face of the screen. Tijerina continues to explain that

> images are created by moving the beam across the screen face in lines, called scan lines, and turning the beam on and off as needed.(42)

Brightness variation occurs by varying beam intensity and by different phosphors at the same intensity. Since phosphor particles fade as soon as the electron beam moves on to another point on the screen, the beam must be swept across the screen many times per second in order to maintain a stable image. The rate at which a given point on the screen is reactivated is the refresh rate.(43)

The literature from many fields reports a high prevalence of visual strain, ranging in various studies between 47 and 91% of all VDT operators.(44) Workers with heavy visual demands are especially prone to an increase in visual problems. Library workers and users certainly fall into the "heavy visual demand" category. Close attention is always required when bibliographic data is involved. It is important to note that eye strain problems were reported to rank the highest of all the physical problems listed in the ATLA survey. Organic changes do not always appear with reports of eye strain, but this does not mean that the problems are not real.

A very brief review concerning the workings of the eye may be in order here. Light entering the eye passes through an opening (the pupil) in the iris and is focused by the lens onto an area of the retina. There the light is translated into electrical impulses and transmitted by the optic nerve to the brain. A series of muscles that work in opposition to one another control the visual system.(45)

Muscles control the shapes of the lens which bring images at varying distances into sharp focus while a different set of muscles controls the amount of light entering the eye. The retina gradually loses its sensitivity with light stimulation. Absence of light brings recovery of sensitivity. Excessive light can cause some light adaptation through the retina and eventually degradation of visual ability.(46)

Differences perceived by the eye come from detecting differences in brightness or color within the visual field. With lack of contrast, no edge is seen but edge perception improves as contrast increases. Eventually, additional contrast does not help. Extreme brightness contrast impairs vision by creating a contrast glare.(47)

Environmental conditions that force extensive use of eye muscles cause fatigue until the muscles have time to rest and recover. Such fatigue can lower a person's visual skills and require more effort and concentration. (48)

An acute visual problem that has been identified as coming from VDT work is asthenopia (more commonly known as visual fatigue (strain or weakness) resulting in burning, itching, and irritated eyes. Perception problem outcomes are double vision and blurred vision. A potential outcome may be acquired myopia (nearsightedness) which is characteristic of close visual work.(49) More frequent changes in eye glasses are reported in some studies for VDT workers, but this may be because the strain that they feel sends them to the doctor sooner. In the ATLA survey, the statement, "I must need new glasses" was confirmed by 39.3% of the respondents.

The U. S. Office of Technology Assessment identifies age and uncorrected refractive errors as individual factors that may be associated with visual system outcomes.(50) Somewhere around the age of 40, the eye lens begins to stiffen and refocusing becomes more difficult (presbyopia (farsightedness)). (Of the ATLA library workers responding to the survey, 37.5% were 40 years old or older. Another 53.1% were in the 30-39 age group.) Bifocals or trifocals frequently become recommended to compensate for further stiffening of the lens which occurs with additional aging. Other work factors associated with visual problems include: glare on the screen; flicker and jitter; resolution of characters; high contrasts between source document and screen; tasks requiring long continuous looks at the screen without a break; air humidity; high visually demanding tasks (e.g. data entry and acquisition); and low control jobs where the worker is not able to take a break to relieve the load on the visual system.(51) Even though professionals who work at VDTs do not report as many visual problems as those doing data entry or acquisition, they still report more symptoms than those not doing VDT work according to some studies.(52)

Ergonomically well-designed VDTs can reduce some of these problems. Obviously librarians do not always have the opportunity to make ergonomic choices in vendor supplied systems, but they can ask the right questions and perhaps influence the vendors in the future. As microcomputers are used and online catalogs are developed, there will be choices which can be made by the local library.

Image Resolution

One factor to be considered with eye problems is image resolution, which although no known physiological effect on vision is known, does seem to find preferences among users. Resolution refers to how sharply focused an image is and people seem to prefer high-resolution images. Even though the symbol size is large enough and the contrast great enough, people still want to look at a sharply focused image. (A suggested explanation for this is the physiological relationship between high resolution images and increased electrical activity generated in the brain.) (53)

Character Generation

A second consideration is that of character generation. The shape of the characters on the VDT is created in dot-matrix displays by intensifying the necessary dots in a rectangular array. Tijerina recommends square elements over round and elongated ones and large elements when displays are used mainly for search with smaller ones being recommended for displays used mainly for reading.(54)

The authors of The Changing Workplace(55) suggest that character height be no less than 1/200th of the viewing distance (eye-to-screen) where context provides no clue to identify a given symbol, while within text, characters can be smaller. There are the usual tradeoffs because smaller characters allow more text on the screen and may reduce the number of eye movements needed to scan the material. As always, user needs and task requirements must be taken into consideration; for example, as the eye loses its elasticity and its transparency, older users may require larger characters; but for those users, who view the screen only occasionally, the character size could be smaller.

Text that appears in both upper and lower case is easier to read and is highly recommended. All characters should be clearly formed and easy to distinguish from one another; there should be adequate space between characters on the display.(56) Tijerina cites studies showing that words presented in all uppercase are easier to search through for a target word than are words in all lowercase characters.(57)

Character Fonts

There are no industry standards for character fonts so careful attention should be paid to choices in this area since a number of styles have been developed over the years. Again, this may be an individual choice; however, lower case letters with ascenders (e.g. b, d) should extend above the x-height (measured from the baseline to the height of the lowercase x) while lowercase characters with descenders (e.g. g, j) should extend well below the baseline.(58)

Flicker

Characters on the VDT screen are not continuously "on" but are flashed on and off (refreshed). Phosphors differ in terms of the rate at which they fade when the beam is removed (turned off)--this is known as phosphor persistence. The amount of time needed for the phosphor to fade (decay) to some specified percentage of its original brightness serves as an index of persistence. The persistence of a phosphor influences image quality as the prime determinant of how often a display must be refreshed to maintain a flicker-free image. When the phosphor falls below a certain level, then the oscillation is perceived as a flickering light.(59)

Large bright displays and displays with high text density are more likely to give the perception of flicker, but long-persisting phosphors (which need to be refreshed less frequently) tend to reduce the perception of flicker and of jitter (image instability). (60) But longer persisting phosphors have tradeoffs, too--they produce "smearing" when images are moved across the screen and "ghosts" when the screen is blanked.(61) Longer lasting phosphors also cause "trailing" or "ghosting" when the cursor is moved and "smearing" when moving text up and down (scrolling). (62)

Factors such as the light from a fluorescent tube can cause flicker to be perceived as can other environmental factors. Regardless of the cause, flicker and jitter are sources of user discomfort(63) as flicker overloads the adaptation mechanisms of the eye.(64)

Polarity

Recent technological advances have improved the quality of positive polarity images (dark characters on a light background) although many VDTs in use have negative polarity (light characters on a dark background). There seems to be little agreement on which is better. Negative polarity (light background) may be less susceptible to reflections on the screen so the terminal can be placed in more locations in the work environment. Another argument for positive polarity is its closer resemblance to print materials as far as contrast conditions are concerned, thereby requiring less adjustment while moving from one medium to the other. It is strongly recommended that operators be able to adjust the background luminance of a positive polarity display because the light background may be a source of glare in the user's visual environment despite the fact that it does make illumination reflections less visible.(65)

Glare

> Glare is produced by light sources within the field of vision that are of higher luminance than other objects to which the eyes are adapted.(66)

Luminance relates to the amount of light emitted or reflected from a surface (e.g. lampshade, piece of paper) differentiated from illumination which refers to the amount of light that falls on any surface (e.g. disk, document holder). The luminance of an object is determined by the amount of light falling upon it and its ability to reflect light (reflectance).(67)

Studies here and abroad show that glare is a common, recurring problem of eye discomfort widely associated with VDT work. While windows, light fixtures, screen reflections from windows and overhead light sources are sources of glare, the VDT is the main culprit in the VDT workplace.

When glare contributes to discomfort or annoyance, it is called discomfort glare; when glare results in a reduced ability to discern objects in the visual environment, it is termed disability glare. To result in the latter, a light source must be almost directly in a person's line of sight. Discomfort glare is the most common type in office and similar environments. (68) Direct glare usually comes from sunlight or a light fixture while indirect glare is the result of reflections from a VDT screen or glossy surfaces such as a keyboard. The extent to which this is a problem depends, according to Schliefer and Sauter of the National Institute for Occupational Safety and Health (NIOSH), on the brightness of the light source and how close it is to the line of sight. (The closer to the line of sight the light source is, the less bright it has to be to cause a problem.)(69)

Because the VDT operator gazes horizontally at the video screen, he/she finds that direct glare sources such as overhead lights and windows are more likely to be visible to the user looking at the screen (i.e. these sources are closer to the line of sight.)(70) Also the amount of light required to work at a VDT is less than needed for other work so light from a direct source is not so essential--in fact, the goal is to prevent light that can cause screen reflections or obscure the text that is displayed.(71) Because the eyes need to adjust to a more darkened work area, care must be taken to ensure that other objects in the field of view (including the document, etc. from which the person is working) are no brighter than necessary for adequate visibility.

Indirect glare is likely to be a more common problem for VDT users. It comes when light from bright objects is reflected from smooth or glossy surfaces (e.g. the VDT screen) into the eyes of the user.(72) Since the screen is slightly convex, reflections from objects at wide angles to the screen can be a problem that is exacerbated by the common practice of tilting the screen backwards which allows for the possibility of getting bright reflections from ceiling fixtures.(73) Screen reflections can reduce the contrast in brightness between characters appearing on the screen and the screen background--i.e. light reflected from the screen washes out the characters making them difficult to see.(74)

Once again, older workers require more light to see clearly, but increasing the light can increase the glare and/or reflections. Increased scattering of light occurs in the eye with age and glare becomes more intolerable. (75)

In the literature, various methods are suggested to reduce glare: reducing the level of ambient illumination; diffusing lenses on overhead fixtures; minimizing highly reflective (bright, glossy) surfaces; positioning overhead lights so they are not in the user's field of vision as he/she gazes at the screen; providing interior blinds, drapes or other shielding devices for windows and /or using outdoor overhangs or awnings above the windows; placing and orienting VDTs so no source of bright light is in the user's line of vision (e.g. placing VDTs with screens perpendicular to the window); reorienting the screen to eliminate glare; using office dividers or other barriers around the workstation; moving VDTs to the center of the work area; painting surroundings in light colors to minimize contrast from the window light; and selecting beige or gray keys and matte finishes for the keys and keyboard.(76)

All of the above should be provided before going to other measures such as etched screens, screen filters, light-control film, or hoods, each of which has its drawbacks. Coatings can be scratched and produce reflections from smudges.(77) Some cause blurring while others dim the characters. All filters reduce screen luminance and color filters sometimes reduce contrast when the filter color does not match the phosphor color.(78) Hoods around the screen may cast shadows on the screen and/or require the VDT user to adopt awkward positions that result in neck and upper back pain because hoods restrict movement by blocking the user's view of the screen.(79) Tijerina suggests considering hoods only as a last resort.(80)

Musculoskeletal Difficulties

Musculoskeletal disorders are the leading cause of disability among people in their working years, and, as the working population ages, the prevalence of these disorders increases.(81) Adding to these problems is the increased use of computers which requires the worker to sit in a rather rigid, fixed, stiff position for considerable lengths of time often in furniture designed for an earlier technology and not at all meeting the needs of the new technology.

Known acute musculoskeletal system outcomes of such work are pain and cramps in shoulders and neck (stiff neck); cramps in arms and legs; pain in upper and lower backs; and soreness, tingling, or numbness in wrists and fingers. Back, neck, and shoulder pains are reported in national studies in 50 to 80% of VDT operators. (In the survey for this paper, it was found that ATLA library workers fall into the lower end of these percentages while they fall below the national average of 20 to 40% of operators who report arm, wrist and hand problems.)(82) Individual factors that influence these problems include age; existing musculoskeletal disorders; visual system characteristics such as near-sightedness or presbyopia, bi- or trifocal eyewear use, while work environment factors include: VDT workstation-user interface such as keyboard and hand, body and chair, eye and screen; repetitiveness of tasks; length of time spent at tasks; and extent of physical constraints.(83)

The most severe postural problems seem to arise from the spine and the back. Tijerina reports that orthopedic surgeons have found that the lumbar region, located in the small of the back is the part of the spine that is the most severely stressed during extended periods of sitting.(84)

Vertebrae separated by spinal discs make up the spine. These discs act as cushions between vertebrae and working together give the spine its flexibility. They are thickest in the lumbar region and increase in size as they move toward the tailbone. Discs contain viscous fluid enclosed in tough, fibrous tissue and are particularly poor in blood supply so they must get their nutrition by diffusion through the fibrous outer ring. Pressure on a disc causes fluid to leak out. When a disc flattens out, and, in extreme cases, loses its fluid, abnormal degeneration of the disc occurs. The spinal column can't work well then and tissues and nerves can be strained. This is the principal cause of backaches. Unnatural posture, such as often is assumed with computer work, and back seating accelerate the deterioration process.(85)

Body movements occur through the contraction and relaxation of muscles that are connected to bones and tendons. When the muscles change blood sugar (glycogen) into mechanical energy, then muscular activity occurs. In this process, waste products (such as lactic acid) are generated. Such accumulation can cause acute pain and loss of strength. Removing lactic acid requires oxygen. Oxygen and blood sugar for muscle metabolism are supplied by the blood.(86)

Muscle effort is either dynamic or static. Dynamic work pumps blood through the muscles through alternation of contraction and extension while static work is a prolonged state of contraction which constricts blood flow and impedes the removal of waste products. The latter leads to acute pain and fatigue. Because one is trying to maintain a relatively fixed position, posture implies a static load.(87)

The VDT workstation once again should be considered in its relationship to musculoskeletal problems. Frequently the same workstation has multiple users, not all of whom are created the same. Not all are the same weight, height, or age. Not all have the same work preferences or judgments of comfort. And if the worker stays in the same job for a number of years, changes can occur even within the same person. (ATLA library staff members seem to be "stayers". In the survey, 59.4% had been in their present positions for 3 or more years; of these persons, 18.8% had been there 6-10 years and another 9.4% for over 10 years.) Aging significantly modifies the body size. After maturity, body dimensions for both sexes decrease. The spaces between vertebrae compress and the person grows shorter.(88) The problems of the aging eye have already been discussed and adjusting to the screen because of bifocal wear can cause the user to crane his/her neck up and then down resulting in headache and backstrain. If the screen is lowered, then glare can become a problem.(89)

Men tend to be taller than women. In the past, typing was not typical male work so typing tables were designed with women in mind. Today as sex is no determinant of who will use a terminal workstation, using typing heights and clearances that once were considered adequate, no longer meet the needs. Generally women require lower work surfaces than men who need higher leg clearance. Frequently computer workstations are standard table or desk tops and such is the case in ATLA libraries although some specially designed computer furniture is also used. Only taller people are comfortable at regular desk top height. Work surfaces that raise the elbow more than 3 inches, cause the neck, shoulder, and upper back muscles to ache. Surfaces that are too low reduce leg movement and cause backaches.(90)

Terminal Tables and Desks

What should be the considerations in ergonomically and anthropometrically designed workstations? First of all, we will consider the terminal table. It should be the proper height, and since people differ in size, should be adjustable to heights up to 30 inches above the floor.(91) The adjustment should be easy to make without a manual or tools. Shute and Starr report that there are now a number of firms that make specially designed furniture for VDTs. Those most successful

> possess a platform that supports the display screen and another that supports the keyboard. The height of each platform can be adjusted independently of the other, and one or both platforms may be moved forward and back. Some models permit the video screen to be tilted or rotated left and right.(92)

The table should be deep enough to permit flexible placement of the VDT so that the user can view the display at the most comfortable distance. The top should provide enough surface to hold the terminal and other needed equipment. Space must also be provided for the books, documents, and printouts that the user is working with (particularly important in library operations) as well as for the various manuals and other printed material used at the terminal. Sufficient leg room and leg width should be provided. The table's legs should be set back from the front edge so that the user can easily move in and out from the station. The surface of the table should be matte-finished to reduce glare. (93)

Chairs (Seating)

T.J. Springer writes: "A good chair is like a good friend, hard to find but easy to recognize once you've found it."(94) Several characteristics must be considered to assure that one finds the "good friend."(95)

1. Since over time, more than one person is likely to use the same chair, once again, ease of adjustment is necessary. After all, we do not all choose the same "friends." Adjustment should be possible from the sitting position. Pneumatic adjustment mechanisms, push button controls and levers are easiest to use. All of the users should be taught how to use the adjustments.

2. The chair must provide anatomical support to the user.

3. It should support working postures not only when the person is sitting quietly but also when the user changes positions. In libraries, jobs involve a variety of tasks and require a range of motions. The chair must allow for change in movement and task orientation.

4. The chair should be stable. Recommended is a five point (five-leg) chair base as wide as the seat to prevent tipping over.

5. Chairs should be on casters to facilitate lateral movements at the workstation. They should swivel.

6. If the seat height is proper, the operator's thighs are relatively horizontal, the lower legs vertical and the feet firmly planted on the floor or on a footstool. Seats that are too high, cut the circulation in the legs; those too low, cause the operator to slump forward creating stress on the spinal column. An adjustable range of 15-21 inches is a minimum recommendation; 14-24 is optimum.

7. The seat pan of the chair (the portion the user sits on) should be horizontal or reclined so that the upper-body weight can shift to allow the torso to fully rest against the seat back. Pressure is thus reduced on the spinal column and muscles of the back and the feeling of sliding off is eliminated. The seat pan width should accommodate relatively broad hip breadth (15.75-19 inches). The leg area width of the workstation must accommodate the seat pan in order that the operator can move the seat in and out as well as swivel. Seat pan depth should not extend beyond the mid-thigh so that the seat edge does not cut into the back of the calf. Sixteen inches is the recommended measurement from front to back. The front of the seat pan should be contoured to avoid a sharp edge which could cut into the backs of the thighs.

8. Seat padding should be neither too hard nor too soft. (Goldilocks was right!) If too hard, excessive pressure will be exerted on the contact points of the buttocks impeding circulation. If too soft, the operator has to move around to maintain his/her position. Multidensity padding is recommended. Knitted, durable fabric permitting air circulation minimizes perspiring and provides a nonslip surface. The upholstery should be fireproof and not give off toxic fumes if smoldering.

9. The backrest should be set to support the lower region of the back and should be adjustable in height. There should be four to six inches of open space between the backrest and the seat to allow the user to utilize the hip and pelvis support of the seat without interference from the back support. The backrest should pivot to follow natural body motion and maintain lumbar support.

10. Armrests should not restrict the operator's movements or the ability to move the seat sufficiently close to the worksurface.

11. Footrests help short operators to maintain a proper sitting position at nonadjustable workstations. They should be solid, adjustable, and large enough so that shifts in foot positions are possible.

Video Display Surface Features

A cause of neck strain as well as visibility problems can be the display height of the VDT. Since different people will use the same terminal, adjustable display heights from 31 to 41.7 inches are recommended. (96)

Tiltable screens that are adjustable forward and backward are also recommended to help reduce reflected glare off the screen face.(97) Viewing distances should also be adjustable.

Another cause of neck strain is excessive head inclination that comes from looking at a document lying flat on a desk, and, then, turning to look at the VDT screen. To place documentation next and at the same plane as the VDT screen, document holders may be a convenience for some workers.(98) In library work, the document is frequently a card or slip requiring rapid turnover of documents so the holder may not be as helpful then.

Noise Problems

While VDT noise levels are not high enough to cause hearing loss and aural pain, they can be annoying at times. This is particularly true of printers. Several control measures are suggested by Tijerina: procure equipment designed for noise-free operation and maintain the equipment regularly; repair noisy equipment promptly; and, if necessary and if feasible, modify equipment for quieter operation.(99) Increasing the distance between the noise source and the receiver may also be in order. Installation of carpeting, sound-absorbing materials and baffles may help, too.

Radiation Concerns

Many persons who work at video display terminals are concerned about radiation emissions from the terminals. In the ATLA survey, one-fifth (20.7%) of the terminal operators indicated that they feared that they might contract cancer from the terminal. William E. Murray of NIOSH indicates three types of health problems that are attributed to the operator's exposure to the several types of radiation emitted from VDTs: fear of cataracts; potential reproductive implications for operators; and facial skin rashes.(100) He reports on testing done on various brands of terminals by NIOSH and a number of other agencies in the United States, Canada, and Western Europe. NIOSH tests did not show large differences in radiation emission among individual terminals, brands, or models.(101) Exposure of employees did not seem to increase as the terminals age or when multiple terminals are present in the workplace. No scientific evidence was found to indicate that cataracts, birth defects, miscarriages, or skin rashes were directly related to radiation exposure from VDTs. Murray sees no justification for providing additional radiation shielding of the VDT or lead aprons for the operators or for transferring pregnant women to other jobs.(102)

One problem seems not to be resolved by the research--little can be known about the chronic effects of long-time exposure. The U.S. Office of Technology Assessment acknowledges that, although current evidence shows no long-term risk from the low frequency radiation of VDTs, continuing evaluation is necessary in light of the number of people exposed in order to determine if modified or new standards need to be developed.(103) Managers should watch for further studies concerning radiation.

Summary

This portion of the paper has touched upon some of the most frequent causes of physical stresses and health concerns that come from work at video display terminals. There are likely to be other concerns that will need attention on the local scene. While no one library probably has the resources to attend to all the recommendations for furniture and working conditions, careful attention here may, in the long run, be money well spent. A word of caution is also in order: not all furniture and equipment labelled "ergonomic" is necessarily the best to acquire.

Software Related Considerations

Computer work is, in reality, a human-computer dialog. Computer software gives the human

> information about the current state of the system, the work, how to proceed or return to an earlier part of the process, the future stages of the production process, and the consequences of further command sequences.(104)

When computers come on the scene, work is reallocated between the machine and the human. The computer software must provide the right interface between the two.

While we philosophically like to believe that computers are our tools and that they are brought into use to extend our creative and productive capabilities while we still remain in charge, computer software is often designed first and users are expected to adapt to it.(105) One-third of the staff responding to the questionnaire in the ATLA library survey found the systems too complicated to learn; almost one-half (48.4%) of management responses indicated that they had heard this complaint. While no one purposely makes a system hard to use, the result often is that the system is hard to use. When the software does not prove to be an effective communications tool, does not structure jobs and carry out task designs effectively, and is not flexible, then the user feels that she/he has decreased control over the task and anxiety and dissatisfaction can occur. If software fails in online catalogs and reference services, the systems are likely to be less and less used, or, if used, the full capabilities of the systems will not be exploited.

Among the considerations to avoid such dissatisfaction and distress are choosing the right type of dialog for the particular situation, e.g. a menu selection is good to reduce the demands on the mind and for interaction with those who have limited experience with the system while command languages are good for skilled users or complex situations; however, here too, care must be taken to keep the commands at a minimum or to provide some sort of interface to interact in lieu of commands. Some systems allow for response combining or multiple interfaces that provide sequential menus for novice users while allowing those more knowledgeable to avoid some components for faster response. But many engaged in working with online services are discovering the truth in Ben Shneiderman's statement that

> Effective menu selection systems emerge only after careful consideration and testing of numerous design issues such as semantic organization, menu system structure, the number and sequence of menu items, titling, prompting format, graphic layout and design, phrasing of menu items, display rates, response time, shortcuts through the menus for knowledgeable frequent users, availabilty of help and the selection mechanism (keyboard, pointing devices, touchscreen, voice, etc).(106)

Other factors that reduce software stress include good feedback in a forgiving mode when errors are made and an instructive mode for moving forward from the mistake; displays that are clear, legible and carefully spaced; and formats that are consistent to assist finding like information in the same place. The most ergonomic software will be flexible, matching the requirements of the specific job situation and the user. This is not always easy in library systems since users of our tools vary widely in needs and abilities and may require multiple options.

Library automation began with locally designed systems, but in the 1960s few libraries had the talent or money to design such systems. The next step moved library automation into the arena of the bibliographic utilities with software designed by the utilities. Although users groups provided feedback on the effectiveness of the software, there was some dissatisfaction on the part of librarians. Now it seems as if vendors are more and more taking over control of software on the local scene as libraries buy circulation, acquisitions, serials, and cataloging systems which remove local control over software and reduce flexibility on the local scene. Reviews of software frequently are not easy to interpret as to the local usefulness of the software. At present, the software scene is one in which the "buyer must beware" and be wary. It is difficult to follow Brod's imperative that we should discover the assumptions made by the designer of a software program and not be seduced by "attractive colors, cute logos, or easy application"(107) when the facts are so difficult to ascertain. The next generation of systems may return librarians to writing local software to focus on the relationship among software, the cognitive and perceptual skills of the user along with the requirements of the specific tasks. This will call for skills that many librarians do not now possess.

Planning and Training for Library Automation

To those libraries contemplating automation or to all librarians who will have to live with present automation projects and continually change and update them, what advice did library managers in the survey have to offer? Highest on the list was to remember that the computer, by itself, is not a panacea (82.8%). Closely following was the admonition to always keep the staff informed about what is going on and to always be prepared for change (79.3%). After cautioning that one should not get frustrated too easily (65.5%), they advised that librarians buy some good furniture designed for computers (62.1%). Some of this advice is rather philosophical--but keeping the staff informed and buying good furniture is very practical, and from the preceding parts of this paper, would seem to be very important considerations to successful automation.

Cohen and Cohen offer similar advice when they characterize unsuccessful attempts in library automation as including: sudden management moves without warning; quick reduction in the library staff so that the remaining employees become anxious about their jobs; little involvement in planning the changes by those most affected (particularly true of facility changes); wrong equipment for the tasks to be done or cheap equipment that constantly breaks down; poorly organized workstations with badly placed equipment; work flow that limits individual work space and opportunities for advancement; poor definition of which is more important--work decision or system decision; and inadequate training.(108) One can quickly see that almost all of these points relate to human considerations.

It is probably no accident that Cohen and Cohen include these points in their chapter on "Planning" for the whole process of library automation, whether for a first occurrence or for those inevitable subsequent changes, must start with good planning. Not all aspects of planning relate directly to human concerns, but all relate indirectly to the satisfaction or dissatisfaction of those who work with or will use the system.

Richard Boss characterizes planning as an

> effort to formulate a proposal for future activity. The key to the success of any automation program is the systematic selecting and relating of facts to a number of assumptions about the future.(109)

Many of us are uncomfortable about looking to the future--especially in this age of rapid change. However, the alternative is, according to Boss,

> random movement or a series of reactions to external influences. Without planning there is no means of control after implementation has begun.(110)

Boss writes that the essential ingredient in good planning is always a systematic procedure that has several components: problem definition, analysis, synthesis, evaluation, and iteration.(111) An involved staff can be very helpful in each of these stages but it is important, too, to involve library users for they are the ones for whom the systems and tools are designed.

While not directly related to human aspects, everyone has a stake in the finances of the organization. Careful consideration of the effect that automation will have upon the total financial picture should be taken into account beginning with the planning stage because financial management takes on new dimensions with the application of library automation. Staff reductions, although often predicted, do not materialize in most libraries. New roles and responsibilities for library staff may evolve but the total number of library workers probably won't change much. Since the staff will be involved in planning, developing and implementing new systems while still operating old systems, more, rather than less time, may actually be involved at least in the early stages. Such reductions as may occur in staff are likely to be at the lower level rather than at the higher. This may move the pay scale up rather than down as those performing more sophisticated or more nearly professional work may expect to be compensated in a like manner.

Bibliographic utilities and other networks require large financial commitments. Here decisions made by a larger group can have a significant impact on local budgets. Already mentioned in this paper have been the rapid changes that can be expected. Several of the survey respondents were concerned about the recently announced changes in OCLC acquisitions and serials systems as well as the utility's phasing out of terminals that the libraries were currently using. These librarians felt that their libraries might no longer be able to afford the systems, or, at the very least, would have to reconsider their total budgets very carefully. But it is difficult to eliminate technology once we have become accustomed to it and the library staff has been reoriented to accept it. There are always additional costs in both money and staff time when one joins a network. As Paul Gherman tells us:

> Participants of these systems can no longer act or exist independently as they once did but they must comply with national codes and standards. Change at the national level therefore means implementation at the local level, whatever the personnel costs.(112)

These higher standards do require personnel who are well acquainted with the accepted, agreed-upon procedures. Extra training and study may be necessary to accomplish these tasks and such costs should be considered in the planning process.

Since training has been mentioned, it would be a good time to deal with that necessary aspect of any automation project. By training, I mean not only hands-on experience with a particular process or computer or task but also in some conceptual and theoretical understanding of the basics of computer technology and how it is applied in the particular systems used or tasks performed.

Unfortunately, training is a frequently neglected step. Boss suggests that preliminary training should begin shortly after the contract is signed, for, at that point, curiosity will be high. This is a good time to inform the staff, as best as you can, about how the new technology will affect the duties of the staff and the services of the users.(113) But it is also good to to emphasize that it will eventually probably be necessary to introduce changes in organization, duties, workflow, etc. once the system is in place.

Some workers will want to know (and some will need to know) more about the system than others. The manager must recognize this fact. Even those not directly involved should have some rudimentary knowledge of the systems because, in a small library, it is likely that at some time or other, they may need to fill in for other workers who are ill, on vacation, or during evening and weekend hours. Student assistants should be included, too. As we have seen from the staff responses to the questionnaire, eventually most people do concede that learning about automation is not as mysterious or difficult as they once expected it to be. Good training will help foster that attitude.

Those in charge of training must be especially sensitive to the person who already knows _something_ about computers. He or she may be a great help in training--or a great hindrance. Different systems have different protocols; even different PCs operate differently. Some information, of course, is transferable, but "knowing it all" about one system does not necessarily guarantee that one "knows it all" about another. Ian Lovecy, writing a "survivor's handbook" for library automation, suggests that

> However sophisticated the system, it will require _some_ human input and control, and it will be possible for _someone_ to make an unholy mess simply because they do not understand what they are doing....As in all aspects of librarianship, the most dangerous person is the one who _thinks_ he knows what he is doing, and knows enough to implement some 'correction' slightly wrongly.(114)

How much better it is for all to have spent the time in good training in the first place, although, as we all know, some mistakes will always be made.

Various methods can be used in training. Before the system is installed, it may not be possible to institute hands-on training, but written instructions and vendor manuals may be available for study; however, frequently manuals are difficult to read, master, and understand and 53.3% of staff and 66.7% of the managers reported this difficulty. Nevertheless, 26.6% of the training was provided by this method. The manual writers' lack of knowledge of adult education concepts is also frequently mentioned as a defect. If these factors are true concerning the manual that is to be used with a particular system, then manuals will not be the best means to introduce a new system especially to novice, timid, or resistant employees. Judgment must be used at this juncture. Eventually local policies, interpretations, and instructions may need to be written to augment the vendor manuals. Self-paced, computer-assisted-instruction methods are particularly helpful for those persons who want to pursue learning on their own or use these methods after initial training has been provided by other means. Only a few ATLA libraries made use of this method.

Vendors, including bibliographic utilities, are another popular source for the provision of training and frequently this is a part of the contract. Sometimes, these sessions are provided at special meetings or workshops and usually personnel are available in the network or vendor offices for consultation. Since these persons have a continuing interest in providing such training, these sessions usually prove to be quite helpful especially when they are receptive to answering local questions. One-fifth of the training in ATLA libraries was provided by such personnel but in-house personnel were the persons most frequently providing instruction to ATLA library staff. Local staff can be used effectively if they are already thoroughly acquainted with the system and are good teachers. This is one of the prime methods to be employed after the system has been installed. While care must be taken in choosing local teachers, they are the ones best prepared to convey local procedures and to provide flexibility to the timeframe of the sessions than will persons from the outside who can only be present for a limited amount of time.

Dennis Reynolds identifies six general principles for library in-house training: (1) keep the number of participants in a session small to allow for a more relaxed, less pressured atmosphere and to encourage exchange of information and questions; (2) present an even balance of hands-on experience, offline presentation and discussion; (3) conduct training in brief sessions rather than one or two day marathon sessions whenever possible; (4) focus on a specific set of related functions or techniques at each session; (5) leave enough time between sessions for practice, review and feedback; (6) require trainees in sessions to give full attention to the task at hand.(115) Such sessions should be well-organized and presented as sound educational experiences.

The authors of The Changing Workplace identify some often neglected aspects of training: teaching the worker how to adjust his/her VDT workstations; how to deal with eye discomfort, muscular fatigue and the stress related to VDT use.(116) As we have already seen, most employees will experience some discomfort with computer work so including some advice at this point about worker comfort may avoid future dissatisfaction, health problems, and resistance. As in the case of some ATLA library staff, these are concerns that workers are sometimes hesitant to raise with their employers or those who offer the training sessions.

Of ATLA library staff personnel who responded to the survey, 46.7% felt that their training was poor, insufficient, or too short. The following lengths of training times were reported:

Less than 1 workday	12.5%
1-2 days	28.1%
3-6 days	15.6%
1-2 weeks	18.8%
3-4 weeks	6.3%
5 weeks or longer	18.7%
	100.0%

These findings might be considered along with those of a study made by Margaret Myers who found that managers often underestimate the time that it takes for staff to be comfortable with hardware and software and that, in reality, training takes longer than expected. Administrators tend to expect proficiency much more quickly than is feasible.(117) This seems to indicate that for some time patience and realistic expectations must prevail and that an open mind be kept about the need for further study and consultation. Regardless of the time spent in training and in implementing the system, the fact that personnel are not only learning how to operate a new system, but are also unlearning many long-established modes of operation and thinking of ways to integrate the new ways into their existing activities must be realized.(118)

Proper timing is also an important consideration in training for and implementing a system. It is best not to do this at a particularly busy time in the school year. When people are busy already and pressured by other problems, they would "rather remain under known pressures than risk losing time with new, unfamiliar approaches."(119) If the staff is busy with reserve lists, don't introduce a new circulation system or involve them in long training sessions at that time.

Training sessions are also ideal times for continued communication about the system. Staff can ask questions and communicate with one another. They can share problems as they get the "feel" of the system and learn its messages and commands. All of this will take time and workers should not feel rushed. Some will want to try it out alone to hide their "errors" and their embarrassment of not knowing everything at once. Others will want a constant companion for "hand holding" and encouragement. Once again knowing one's staff is imperative.

Workers in all fields frequently complain about the lack of reinforcement and continuing training which is so important with dynamic and changing systems. Ongoing training was provided for 53.1% of library staff in ATLA libraries. The most popular means used by the staff to keep informed about changes in the system/service and its requirements were newletters, etc. from the system and service (30.9% of the updating) closely followed by updated manuals (27.7%). Attendance at workshops, conferences, etc. outside the library accounted for 19.1% while the library supervisor provided 13.8% of the updating. A few other methods were little used and only one person reported not being informed at all about changes.

Despite all the efforts to provide effective training that involves all the staff in a humane way and in an environment that encourages learning, managers must always realize that all persons will not learn at the same rate. Some few will not be able to cope with the new technologies at all and it may be necessary to assign them to some other aspects of library operations.

Conclusion

Managers are people, too, and on their shoulders must rest some (although not all) of the responsibility for the success or failure of library automation. As this paper has tried to show and as several people pointed out in the survey responses, how the managers work with other people is very important and requires considerable skill. Particularly is this so in today's era of rapid change. Management of change is one of management's most important charges. Even in the days of new technologies, people are still the strength of any library system for the contribution of each is necessary to achieve the best results for all. Reinforcing this attitude to help workers adjust to automation is imperative and should not be forgotten even after automation is implemented. Most managers who responded to the survey felt a substantial degree of success with those aspects of library automation which had already been implemented, and, for the most part, it would seem that the staff respondents also were happy with automation efforts. Most could not conceive of returning to pre-automation days. From persons who work in theological libraries extraordinary dedication might be expected and certainly this is no doubt a large factor in those instances of apparent successes. But, some of those who answered the survey, did speak of and imply certain elements of failure and discouragement. All had not always gone as expected or as had been promised. The respondents had experienced many of the horror tales that one hears about automation projects: vendor abandonment or bankruptcy; systems added only for prestige reasons; pressure from on high to automate whether or not it was needed; salary raises that were postponed for several years to pay for automation; denial of money to pay for facilities and furniture when the systems were installed; failure of campus administration to see beyond the financial costs and to recognize the improvement in services; and the implementation of systems that did not meet the needs. All of these setbacks and unfulfilled dreams can be discouraging, but all of us can take heart from the words of one of library automation's pioneers, Estelle Brodman who wrote out of real experience:

> Uncertain development is the characteristic of newly developing fields, such as library automation, and the fact that some developments act as expected and others do not is a fact of life which must be accepted as part of the cost of doing business in it. It is not a disgrace; indeed, it may be the stepping-stone to a greater understanding of the fundamental nature of our intersecting fields: libraries and automation.(120)

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Library Binding Standards and Specifications

by
William T Henderson
Binding and Preservation Librarian
University of Illinois at Urbana-Champaign

Library binding is a fairly specific term describing binding done for libraries generally by specialists called library binders or firms which form a separate and fairly well defined industrial group. Library binding is different from edition binding, a term used to describe the binding of books produced for sale by publishers. Still more broad is the word "binding" with no qualifying adjective, a term which can be used to describe everything from stapling or gluing a cover onto a pamphlet to the most elaborately designed and carefully crafted product of the hand binder.

Years ago there were binders who did it all. They produced individual volumes for private persons: they bound for libraries; and they bound new books for sale by publishers. However, early in the industrialization of printing and publishing, the binding of trade books was incorporated into the publishing business and the repetitious work of producing hundreds or thousands of identical volumes became edition binding. This differentiation endures. The hand binders also endured. Some of them, influenced by industrialization and the demands of libraries for binding and rebinding, gradually developed a separate binding industry which by the fourth decade of the twentieth century had an identity separate from either edition binding or hand binding. By the 1950s, certain library binding firms were organized as corporations and were building modern factory type buildings in which to do library binding in an industrial setting.

Within libraries, this differentiation was paralleled by the formulation of binding guidelines and standards. The American Library Association (ALA) organized a binding commmittee in 1905; and in 1915, issued a handbook of binding suggestions, which essentially described good library binding practices and suggested that librarians work with with local binders to get volumes suited to the needs of their institutions.(1) Cooperative work by librarians and binders produced the first standards for library binding and the cooperation continued for some time. Eventually, library binders formed the trade association known as the Library Binding Institute (LBI), which, for a number of years, has been responsible for issuing the successive editions of the Standard for

Library Binding which was issued in its eighth edition in 1986.(2) With the organization of the LBI, the differentiation among kinds of binders, which has been described, was fairly complete with hand binders, library binders, and edition binders. There continues yet today, however, considerable overlapping or mixing as one is still able to find hand binding being done in either a library bindery or an edition binding plant and at least small amounts of edition binding being done in some library binderies.

One of the results of this three-way differentiation was that the old craft or hand binder nearly became extinct. With much of the work diverted into the industrial setting of the edition bindery or into the somewhat less mechanized shop which was the library bindery, there was not a great deal left for the individual master binder and his associates and apprentices to do in their shops. One of the last reservoirs of work for such shops essentially disappeared with the demise of the large family home complete with a library. When people moved into smaller houses or apartments, their libraries either were reduced in size or disappeared into the holdings of public and academic libraries; but some private libraries survived, and a few hand binders continued to exist.

To complete this short and very incomplete historical summary, it is necessary to turn back some 66 years to 1920 and the introduction of the Oversewing Machine.(3) The edition binders, by that time, had adopted the use of sewing machines that quickly, efficiently, and cheaply sewed books through the folds. But these machines, made to mass produce identical volumes proved to be expensive and slow in the library bindery because of the time required to change them from sewing volumes of one size and thickness to sewing those of other sizes and thicknesses. Because of the heterogeneous mix of their work, library binders were very dependent upon hand sewing, which was (and is) a slow and expensive process. With the advent of the Oversewing Machine, this changed for here was a machine that filled their needs. It has three major advantages: (1) It is fast, efficient, and costs much less than hand sewing. (2) It is adaptable to the variety of work in the library bindery. (3) It produces volumes which are very strong and eminently suited to library circulation. But there are also certain disadvantages, namely: (1) It requires the removal of signature folds, thus reducing a volume to a stack of flat sheets of paper. (2) It produces volumes which may not always open well either because of narrow gutter margins or because they may tend to close too readily. This latter is sometimes called "mousetrapping." (3) Oversewn volumes, as the paper loses strength, will begin to break, leaf by leaf, along the gutter margin with the breaks eventually occurring in print. (4) Oversewn volumes may not copy well. This last point is a relatively new addition to the list of disadvantages and may be considered a later manifestation of the problem of openability; but, today, it is a real problem, and, therefore, merits its own listing.

Despite the disadvantages of oversewn volumes, this technique carried the day; and, for many years following its introduction, sewing done by the Oversewing Machine was considered the standard technique for fastening together the leaves of books bound for libraries. In use, the machines have proved to be virtually indestructable. They are relatively simple to operate, and their cost effectiveness has been overwhelming. The ability of American libraries to build and circulate large collections over the past two generations is, in some measure, due to this sewing technique, for it has made possible economical library bindings which can take extended heavy use. As long as the paper retains sufficient strength, oversewn volumes may be returned to the bindery for new covers, go back on the shelf, and continue to render good service.

Full realization of the problems created by the widespread dependence upon oversewing came with the recognition of the problem of deteriorating paper and the advent of the copying machine. Some of the early advocates of what has become the preservation movement began years ago to call for a return to widespread use of sewing through the folds with the Martini machine being recommended as an alternative. In the 1950s and 1960s, ALA, through the Library Technology Project, worked for the development of an alternative sewing process which produced cleat sewing and the Smythe-Cleat Sewing Machine. Library binders, some more than others, recognized the problem because of customer dissatisfaction and experimented with these and other approaches. The result is that today there is a fairly widespread recognition of the need for a variety of techniques for fastening together the leaves of books because no one technique is suitable for all. Certain books, most notably music and some reference materials, must open flat and be kept in serviceable condition either until replaced by a later edition or until they are worn beyond use. Sewing through the folds achieves both aims. Other materials, including many periodicals as well as books, have very little gutter margin or may be printed across the gutter. In these, nothing of the gutter may be sacrificed, and sewing through the folds is necessary to prevent loss of either the printed word or illustrative matter. Still other materials are printed and issued on flat sheets. If these have adequate margins and are on suitable paper, oversewing is generally acceptable; but, if the margins are narrow, an alternative is necessary. Today's alternative is the adhesive bound book.

Adhesive bindings have been attempted for at least a century, but were generally not successful until the advent of long lasting synthetic adhesives in comparatively recent years. Many libraries contain volumes in which the leaves were glued together, but the glue failed, eventually reducing the volume to a set of loose leaves in their covers. Some of the earlier adhesives were apparently solutions based on natural rubber or latex which worked, for a time, but eventually dried, cracked and left behind residues resembling the fragments of rotted and dried rubber bands. Such bindings have long been referred to as "perfect bindings" apparently because they open perfectly flat.

This description of the need for and the arrival on the scene of long lasting synthetic adhesives brings to an end this historical introduction to library binding. It purposely closed with a listing of the principal problems in fastening together the leaves of books, for any binding succeeds or fails depending on the degree to which the volume holds together in use. It is the adhering of pages in the text block which is the basis of the structure of a book. We have need of bindings using a variety of techniques because of the variety of problems found in binding materials for library use. If all volumes had wide margins and permanent/durable paper, our lives as librarians, the lives of our binders, and the lives of our users would be somewhat less complex, but we would lose much of the variety found in printed materials.

At this point, I want to turn to the 8th, or 1986 edition, of the Library Binding Institute's _Standard for Library Binding_(4) which, whenever possible will be referred to in the remainder of this paper as the _Standard_. This is the text on which this "exegesis" is to be based. As in any exegesis, some account must be made for the early forms of the text, and a little of that has already been covered in the foregoing paragraphs. A bit more background, however, is appropriate here as well. In its successive editions, the _Standard_ has been typical of industrial standards based upon the prescription of materials and methods to be used in producing products. In the case of library bindings for use in American libraries, the perception of librarians and library binders was generally that it was desirable to bind as much as possible to last as long as possible while spending as little as possible. American library priorities have been primarily on serving users, increasing circulation rates, and offering larger collections for larger populations of users. Growth has been a dominant theme in all our professional lives. The successive editions of the *Standard*, while recognizing that certain materials required special handling, and while recommending that librarians and binders work out acceptable alternatives when these special situations were recognized, prescribed, for the great mass of materials, a standardized series of operations utilizing certain specified materials which would result in volumes which could withstand heavy use. Oversewn volumes with durable buckram covered cases came to be the generally accepted answer to these needs and priorities. In fact, the dependence on oversewing and its use by library binders became so entrenched that at the beginning of the present decade, the 1981 edition of the *Standard*(5) was so written that only oversewn or sidesewn volumes were considered to meet its provisions and volumes, for which other techniques for fastening together the leaves were used, fell outside its scope. This reaction on the part of the Library Binding Institute was made in the face of increasing demands from librarians seeing the need for preservation of materials as well as the provision of strongly bound volumes and in light of the recognition by many in the library binding industry, including some of the leading members of LBI, that alternatives which were less destructive than oversewing and which fostered the long-time usefulness of library materials were needed. Evidence of the growing recognition of the need for a broader approach to library binding was included in the 1981 edition of the *Standard* by the inclusion of an appendix listing and describing several alternative means of affixing pages.(6)

Some of the responses of libraries to this particular situation as well as some indication of libraries' efforts to cope with deteriorating collections may be found in the ARL SPEC KIT 114 entitled *Binding Operations in ARL Libraries*(7) issued in May 1985. This publication is a collection of excerpts from the binding specifications and procedures manuals of a number of libraries. These documents illustrate a variety of ways devised by librarians in attempting to preserve both information (i.e. contents) and original physical documents. The details set forth in these documents are so numerous as to be overwhelming; however, the basic idea behind each of them is that libraries are recognizing the need for preservation and are working out approaches to handling the needs of groups of materials as well as the needs of individual volumes. While overwhelming in collections of even modest size, such efforts are consistent with the conviction that inspection and identification of preservation problems is basic and necessary to treatment. From this kit, I have taken heart and had reaffirmed my opinion that preservation is an endeavor of many parts which must involve the entire library in a many faceted effort.

Solutions to complex problems are themselves often complex, and in library preservation, we must keep in mind the end goal while dealing with the never-ending problems encountered in day-to-day work. Binding can be a powerful tool in this endeavor; and, for this reason, let us now look closely at the 1986 edition of the _Standard for Library Binding_(8) which is composed of four basic sections:

I. Introduction

II. Technical Specifications

III. Materials Specifications

IV. Glossary

The Standard's "Introduction"

The "Introduction" contains several short subsections in which the purpose and scope of the document are set forth, terms are defined, and the text of the warranty of the Library Binding Insitute is quoted. The introductory sections are explicit in indicating that the _Standard_ is intended for use in the binding of materials for library use, that it covers both books and periodicals both for first time hard cover binding and for rebinding, and that exceptions include all materials identified

> as having high artifactual value; or for any volumes that, because of their physical characteristics, cannot or should not be library bound.(9)

It is recommeded that special treatment for such items be made on an individual volume by volume basis. The proper citation of the _Standard_ is given in a short paragraph followed by the paragraph entitled "Representation and Warranty."(10) Essentially, the paragraph on warranty of library bindings limits the use of such a warranty to bindings done in accordance with the _Standard_ and limits the language which a binder may use to the specific language included in this paragraph. This limitation and the rather careful use of language is necessary for the legal protection of both the LBI and of any binder using the warranty. The "Introduction" ends with a section on "Classification of Volumes"(11) in which the terms "book", "reference books", and "periodicals" are defined. These definitions are significant in that they represent change from earlier editions, and it is useful to quote these definitions at this point:

> 4.1 *Books* A book is a single text block that can be bound without requiring the binder to refer to, or make, a record of the spine stamping pattern and color of cover for the purpose of matching the volume to others having the same title.(12)
>
> 4.2 *Reference Books* A reference book is a single text block for which the color of cover and color of stamping foil must be selected to match others in a set or series. The binder may or may not be required to refer to, or make, a record of the spine stamping pattern.(13)
>
> 4.3 *Periodicals* A periodical consists of one or more serial issues that must be bound together as a single unit; and requires the binder to refer to, or make, a record of the spine stamping pattern, color of cover, and color of stamping foil, for the purpose of matching the volume to others having the same title.(14)

These three definitions are significant because they set forth the extent of record keeping generally recognized as necessary for maintaining continuity of cover materials and stamping patterns for sets of books and runs of periodicals. These categories are defined in binding terminology, not in the terminology of the bibliophile or bibliographer, and the purpose is to solve a problem common to binders and libraries--the problem of consistency on multi-volume titles. Very early in my career in binding and preservation, a senior colleague in charge of one of the larger departmental libraries on campus, very kindly, but very firmly and directly, informed me that keeping binding colors and titles consistent from volume to volume on sets and runs was an important aspect of binding. I have always been grateful for this admonition. As a result, I have tried, with at least a fair degree of success, to instruct staff concerning this and to keep up-to-date systems for recording information on colors and stamping patterns. Just how this is to be achieved is not part of the *Standard*, but it is an important aspect of the sharing of work between a library's binding staff and its bindery and the paragraphs quoted describe the problem well and are a welcome addition to the *Standard*.

Technical Specifications

The second and largest section of the *Standard* is the "Technical Specifications"(15) which is composed of nine subsections and which occupies all or portions of eight of the 17 pages of the document. These technical specifications describe how a library bound volume is bound--this is the "how to do it" portion of the document. Its subsections have to do with examination and collation, attaching leaves, trimming the text block, gluing the spine, rounding and backing, lining up the spine, making the case, casing in, and inspection. It is necessary to deal with each section in order to understand all that is involved.

Examination and collation are basic to all that follows in the binding process. The document specifies that all volumes are to "be carefully inspected"(16) and goes on to indicate that this inspection will deal with the condition of the paper, and both "the nature and condition of the original leaf attachment, and the width of the binding margin."(17) This examination is the basis for deciding how leaves will be attached and whether (and to what degree) trimming a volume may be necessary or advisable. In addition, books are to be inspected to assure that they are complete and in correct order. For periodicals, alternative patterns for collation are set forth. Custom, or the more inclusive pattern, includes one or all of several services including custom placement of title pages, tables of contents, indices, supplements, and other inserts. It further covers removal of covers and unpaginated advertisement sections and checking the completeness and condition of all parts of the volume. Standard, or the less inclusive of the alternatives, includes inspection for completeness and correct order of issues, provides for inclusion of title pages, contents, indices, supplements, and other inserts in the order they are received in the bindery, and specifically provides for retaining advertisements. Both options provide for the return of incomplete or defective volumes or for their being bound "as is" depending upon the arrangement between library and bindery.

The section on examination and collation proceeds with a provision for the repair of tears in paper using

> transparent pressure-sensitive alkaline paper mending tape, unless the customer and the binder make special arrangements for use of alternative mending materials.(18)

This is good news. The easily available, relatively inexpensive pressure-sensitive tapes, which have been widely accepted because of unsubstantiated manufacturer's claims and because they are so inexpensive and readily available, are excluded from use. The provision for individual arrangements means also that a library can specify other mending techniques and materials; but this can cut both ways--a library may specify an alternative equal to or better than the basic requirement, or the material and methods specified may be of inferior quality and of lower cost. The decision is the library's, and some care may be required in defining any options at this point to make sure that the library is getting what it wants in a particular situation. The intention is that mending be done using material which will not damage or cause deterioration of the paper in the volume. One has only to have seen a few examples of the damage caused by the application of pressure-sensitive cellophane tape at some past time by some well meaning, but uninformed, individual to know what is at stake here. It is certainly advisable to meet or exceed the minimum set by the Standard.

The section on examination and collation concludes with a lengthy paragraph headed "Maps, Illustrations, and Folded Sheets"(19) which details appropriate steps to be taken to assure that folded and loose materials are handled so as not to be damaged in trimming, preparation for sewing, or other processes. Such items may be set out on a hinge of alkaline paper or of cloth, inserted into a pocket constructed for them, or the text block may be left untrimmed to avoid damage. If necessary, stubbing to compensate for such items that exceed 3/16 inch in thickness is to be added.

The document next takes up the attaching of leaves to form a text block.(20) This is the largest subsection of the "Technical Specifications" which is not inappropriate since it deals with the basic elements in the construction of books. In the text, the introductory paragraph indicates in outline that five different methods for attaching leaves are set forth. These are oversewing, sewing through the fold, double-fan adhesive binding, recasing, and side sewing.(21) The paragraph continues by stating that the library may instruct the binder on the selection from among these techniques either in general or specific instructions. In the absence of such instructions, it is specified that the binder shall use his or her best judgment on each volume and that written general guidelines will be provided the library indicating how the binder generally proceeds in this selection.

In so far as it is possible, the description of each technique follows a uniform format which begins with general information about each technique, proceeds to describe preparation work required, then describes the process itself and ends with a description of the construction of endpapers which may be used with the particular technique. This format makes it relatively easy to check for details, locate specific points of information and to compare the processes.

Oversewing is the first technique described.(22) Both machine and hand oversewing are covered. The specification departs from at least some earlier practice with an indication that at least 5/8 inch of back margin after milling is desirable for oversewing. Heretofore, 3/8 inch before trimming generally has been considered the norm. The increase will tend to produce volumes which will open and copy better. The rub is that 5/8 inch is considered desirable. It is not manditory and the description of the process itself indicates that no sewing is to be closer than 1/8 inch to print. One eighth inch of margin on either side of the gutter is very narrow--so narrow as to be unacceptable to most, if not all, of us in all but the most special of circumstances. In oversewing either by hand or machine, it is common practice, and the text is quite clear in indicating this, to remove the back of the book by milling or trimming. The text indicates that no more than 1/8 inch will be removed from any leaf. The purpose of this is to remove old sewing, staples, glue, and other remnants of previous binding and to leave the binder with a stack of flat sheets with a clean back on which to work. This milling or trimming, of necessity, removes any signature folds; and, if such a volume slips by in the inspection phase of the work, this means that a table or illustration printed across the gutter has a narrow strip cut out of the middle. It may also mean that a folded map or chart will be similarly damaged, or that a leaf with a single fold may have its fore edge trimmed and sewn into the gutter leaving the fold at the fore edge of the text block, and the leaf in a condition making its use impossible. After milling, the volume is divided into sections approximately 1/16 inch in thickness. In machine oversewing these sections are fed into the machine in sequence and each is sewn to the two which preceded it by a number of needles which pierce the paper at an angle. In hand oversewing, holes are punched in a line along the binding margin, and the sewing is done with one needle and one thread using a type of whipping stitch. The result, with either machine or hand oversewing, to quote the Standard, is "to create a semi-flexible text block."(23)

Endpapers for use on oversewn volumes may be of either of two types. The type receiving the primary recommendation is made of a single folded sheet tipped 1/4 inch from the edge of a single flat sheet with reinforcing cloth 1 1/4 inches wide adhered along the binding edge of the flat sheet and extending an inch onto the exposed surface of the folded sheet. End papers are sewn to the volume, one to the front and one to the back with the first and last sections. Subsequently the exposed leaf of the folded sheet is creased and tipped back to the binding edge covering the sewing and the reinforcing fabric, but it is not to extend beyond the binding edge. This last creasing operation makes the little pleat found near the binding edge just inside the front or rear cover of an oversewn volume. The alternative end paper differs from the foregoing in that it may have either two or three leaves, that all of the leaves are separate sheets of paper, and that in use the hinge construction differs from that used with the first type of end paper so as to require that the boards are approximately 1/4 inch narrower.

Machine oversewing, as was previously indicated, has been in use since 1920, and its advantages and disadvantages have been described. Hand oversewing has a much longer history of use, and can be seen in a number of variations when old volumes are disassembled. In its most simple form it is a simple whipping together of the edges of a thin group of leaves. Probably the oldest such volume I have seen was a medieval manuscript service book which was being sold off, leaf by leaf, for the illuminated capitals and other decorative features. The customer selected the leaf or leaves desired, and the sales person then took a sharp knife and cut away the old sewing which had been done with a single needle and thread. Because the leaves were of vellum, the stitches were rather large and the ancient linen thread was somewhat more coarse than most thread used today to sew books printed on paper, but the effect was the same--the volume had been sewn in a tough and durable fashion and exhibited a comparatively deep gutter which was compensated for by a generous margin and page size. It had worn well because the vellum had retained much of its original strength. Hand oversewing continues to be a useful alternative particularly for volumes with limited margins and no signature folds and with paper not suitable for gluing. The depth of the holes and thread tension can be adjusted to provide usable volumes in such difficult circumstances.

Sewing through the fold is the second means of attaching leaves which is described in the Standard.(24) This technique may be done either by hand or by machine, and it is also capable of a number of variations some of which are described in the text. Sewing through the fold attaches the signatures of a volume to one another in succession to form the text block. The thread looping through the center fold holds the section of folded sheets, or signature together. When done by hand, a single needle and single thread are used; but when done by machine multiple needles and threads are employed. Volumes are prepared by removing all staples and by repairing folds as needed using pressure sensitive alkaline paper or alternative mending material which may be used with the approval of the library. Loose leaves or stiff inserts, frequently illustrative matter on different paper from the text, may be hinged or tipped in. Sewing holes may be prepunched or cut with a saw. These holes are not to extend more than 1/4 inch into the margin from the folded edge. When possible, existing sewing holes are to be reused in resewing a volume. Sewing onto tapes, one of the variations on the basic pattern of sewing through the folds, provides optimum openability and servicability; and tapes are generally used in hand sewing volumes; however "sewn in cords may be used with the permission of the customer."(25) Such cords are frequently used in volumes made up of single signature periodicals. Two tapes are specified for volumes under eight inches in height, three tapes on volumes between eight and 12 inches, and four or more on volumes of greater height. Tapes are to extend at least one inch onto the end papers; and kettle stitches are to be no nearer than 1/4 inch and no further than one inch from the head or tail after trimming. Kettle stitches are the stitches at the ends of the lines of sewing and are important both because they are the point of transition from signature to signature and because they, in combination with the tapes or cords, hold the signatures together in the text block. Sewing through the folds is to be "all along" or one signature after another in sequence except that in volumes with many thin signatures sewing may be "two on", that is the thread may be passed alternatively through two signatures in a single line of sewing from one kettle stitch to another. Sewing two on is not as strong as sewing all along, and it is to be done only when signatures are very numerous and very thin and when sewing all along would result in too much build up of thread in the spine causing excess thickness in the spine of the finished volume. In volumes sewn two on, the six signatures at both front and back shall be sewn all along, making the front and back stronger and more flexible. Single signature volumes may be sewn through the fold using stitches no more than two inches in length in a pattern "based on the figure eight"(26) and this sewing will attach the text block to the end papers.

When done by machine, sewing through the folds, like machine oversewing, uses as many needles as possible but stitching shall be no closer than 1/4 inch and no more than one inch from head or tail after trimming. Machine sewing through the fold in single signature volumes shall use a lock stitch with stitches approximately 1/2 inch long.

End papers for multi-signature volumes sewn through the folds may be of either of two types of construction which provide either one or two fly sheets in addition to the paste down. Both provide for reinforcing cloth in the hinge. End papers for single signature volumes sewn in this fashion are specified to be two folded sheets nested one in the other, the outer sheet to be reinforced using a 1 1/4 inch wide strip of reinforcing fabric. As was indicated above, single signature volumes shall be sewn with the text block and end papers treated as a single unit.

Sewing through the folds is the traditional way of sewing volumes for which the construction is based on folded sheets. Hand sewing through the fold today continues to utilize this centuries old sewing technique and equipment. Some of the earliest volumes sewn in this manner were sewn onto thongs of rawhide or cords made of thin sheets or strips of tawed hide rolled to form tough cords of uniform thickness. Others were sewn onto cords of linen or other tough fibers with the cords, whether of animal or vegetable origin, strung vertically on a sewing frame between parallel horizontal bars. The stitcher worked, then as now, along a signature, pulling thread in and out so that it fell over the cord on the outside and through the fold on the inside. As each signature was sewn, a new one was added and the sewing proceeded with kettle stitches being made at the ends. The raised cords caused ridges on the backs of volumes and gave the final volume the now familiar pattern of raised bands separating flat areas on the spines of the volumes. Smooth backs were made by recessing the cords or bands into saw cuts, a development said to have brought cries of anguish from booklovers of the time protesting the damage done to the text block by the saw. The inclusion of this technique in this edition of the Standard brings back into the mainstream of American library binding a technique which has been recognized for centuries as a basic way to make books. It is a survivor of the ancient craft of hand binding. Its use in library binding retains the original construction of the volume by retaining the signature folds. No paper is lost. Gutter margins are not sacrificed. Books constructed in this fashion generally are flexible, open well, and the sewing structure may be renewed or replaced. It therefore has advantages not found in oversewn volumes. However, sewing through the folds is not without its difficulties. Preparation for sewing can be time consuming and expensive because the volume has to be stripped down to loose signatures without damaging the folds. Doing this on older volumes in which paper may have lost strength can prove difficult even though the adhesives used formerly were generally water soluble and can be softened and removed given sufficient time and care. The repair of damaged folds is also a time consuming operation, and sewing or resewing by hand through the folds is in itself time consuming and expensive. A hand sewer can produce in a day much less than can be done by machine in a fraction of the time.

Sewing new or relatively new volumes through the folds is not always easy either. Although the paper may be strong and not yet weakened by time and use, present day edition binders, whether producing hard or soft covered volumes, like to provide firmness in the spine by a hefty application of adhesive which all too frequently is a layer of a synthetic hot melt product which retains its flexibility for a limited time, which is impervious to softening by the application of water, and which may, as it dries, crack and fail causing damage to the folds. The combination of dried and failed adhesive which cannot be removed and paper damage which cannot be repaired because of the remains of adhesive may make resewing through the folds impossible. Resewing through the folds by machine, while requiring much less time for the actual sewing than doing it by hand, requires the same preliminary preparation and is, therefore not without its difficulties. These problems have brought into prominence the third alternative to be described in the Standard: double-fan adhesive binding.(27)

In double-fan adhesive binding, the text block is formed by gluing the leaves together along the binding edge. The term double-fan indicates that the sheets are fanned or flexed twice--once to the left and once to the right--as adhesive is applied thereby introducing a tiny bead of adhesive onto the front and back of each sheet. The text specifies that "An emulsion copolymer of internally plasticized polyvinyl acetate adhesive shall be used."(28) This technique is limited to text blocks no more than two inches in thickness and no more than five pounds in weight and it is further specified that "The grain direction, flexibility, and surface finish of the paper must be taken into account when deciding whether to double-fan adhesive bind."(29) Preparation of volumes for double-fan adhesive binding includes milling if necessary to free all the leaves in the text block and to expose as many paper fibers as possible to the adhesive. Notching the back margin is permitted but is not required. Theoretically and logically, notching would seem to provide more surface for the adhesive and thereby improve the strength of the bond, but this has not been proved in tests or practice. Notching is not to be done on brittle paper. The process of gluing must be done with the text block tightly clamped. Either a brush or roller may be used to apply the adhesive. Fanning must admit approximately a 1/64 inch wide band of adhesive on either side of each sheet; final penetration should not exceed 1/8 inch; no adhesive should run into the text; and, if the volume is notched, all notches should be well filled with adhesive. Once the adhesive is applied, the spine is to be coverd in its entirety with a strechable lining fabric which is to adhere firmly over the entire spine and extend squarely onto the end papers. The spine is to be positioned squarely and drying is to take place at normal room temperature without the use of any artificial heat or drying device. End papers are to of a single folded sheet tipped to the text block during the fanning operation.

The specification of double-fan adhesive binding represents the introduction of a technique which, as has already been indicated, is far from new in its more simple forms. But it is a technique which was resisted for many years in library binding because of the propensity of early glued bindings to fail. When, in the post-World War II period, adhesives began to appear which seemed to promise something better, binders began to experiment with them. Much of the early development work was coincidental with the paperback explosion which itself was based, in part, on glued text block technology. Such volumes were rejected for use in libraries and were considered suitable only for use by individuals. Better adhesives, particularly polyvinyl acetates, made so that they remained soft and elastic enough to permit the flexing of the leaves of a book without losing their bond with the paper enabled glued bindings to begin to win acceptance in libraries. This became a virtual necessity as publishers ceased to limit paperback editions to titles for which they also issued hard bound editions. A number of library binders have developed methodologies for putting paperbacks into hard covers. Some of these bindings are more attractive than others and some are more dependable than others. Some binders have also developed sizable alternative businesses which include not only binding paperbacks sent in by their library customers but also prebinding paperbacks for sale in the library market. The inclusion of this technique in the 1986 edition of the Library Binding Institute Standard for Library Binding is the result of more than twenty years of effort by the pioneers in both binderies and libraries; and the gradual, albeit grudging, acceptance of the technique by some of the more conservative members of either group is a success for contemporary technology. Double-fan adhesive binding is meant to be an alternative among the several included in this document. It is not to be thought of as a panacea or miracle solution to all the problems of binding for libraries. The text is carefully constructed and worded to indicate the limits within which successful glued library bindings may be made. Size and weight of volumes should not exceed the specified limits, for the glue may not hold on very large and very heavy items. The grain of the paper, its flexibility and its finish are also important. The bond between adhesive and paper fibers cannot be as strong if the glue line is across rather than parallel to the grain. Stiff paper also may not develop sufficient adhesion to prevent failure of the bond, and paper with a heavy glossy clay coating is not suitable for gluing because the adhesive cannot penetrate the clay coating sufficiently to form a strong bond with the paper fibers.

Advantages of glued volumes, however, are many. Such volumes open well, remain open for use, and perform well on copying machines. The process requires the sacrifice of little gutter margin--only enough is milled off to remove old adhesives, staples, thread and the like while at the same time exposing the edge of each leaf to the adhesive. Experience indicates that scattered leaves on coated stock may be successfully glued. Coated paper becomes a problem when scattered sections exceed six to eight leaves each or when entire volumes are on coated paper. The process may be done relatively rapidly and efficiently and need cost no more than machine sewing. The time required for drying may seem to be a constraint, but will not present great difficulty as the acceptable temperature range includes that of normal heating and cooling; and the dehumidification achieved by air conditioning is sufficient to permit normal drying times in humid seasons and climates. Finally, double-fan adhesive binding is a generally acceptable technique for rebinding in many instances. It may be used on paper which has lost much of its original strength, thereby extending the usefulness of many volumes which have become at least somewhat brittle and in which old sewing may have begun to fail. It is also an acceptable replacement for the less dependable adhesives used by many publishers in both paperback and hard back publications but which fail relatively early in their use in library collections. Many such volumes never had signature folds, thereby precluding resewing through the folds, and many have narrow margins making oversewing an unacceptable alternative. Double-fan adhesive binding, while not suited for all situations, can help us deal constructively with problems of preserving and binding materials exhibiting a number of different kinds of difficulties. This type of binding is a welcome addition to the binder's repertoire.

The fourth binding technique included in the Standard is

> recasing(30) which is defined in the following words: When text blocks are sewn through the fold, oversewn, or side sewn, and are intact (that is, when the original sewing thread is unbroken and the number of stitches is adequate for the size and weight of the text block) the sewing can be retained and the text block fitted with a new case.(31)

Such volumes are to be carefully prepared by the removal of the old covers, adhesive, and spine lining without damage to the old sewing. Inspection after this preparation is mandated to determine that the sewing is sufficiently sound to permit its reuse after no more than minor repair. If a volume fails the inspection, an alternative to recasing is to be determined or the volume returned to the customer depending upon arrangements between the librarian and the binder. In recasing, new end papers are to be attached using a sewing method compatible with the original sewing structure. On volumes in which existing sewing is through the folds, new sewing through the folds of the outer two or three signatures then through the fold of the end paper is to be used. Alternative end paper constructions are indicated for differing situations.

Rebinding volumes using the old sewing has long been a common sense and widely used approach to handling materials which are sound internally but which need new covers. Now that it is labeled as an industrywide product, it should prove useful in a broader field.

The fifth and last technique for fastening leaves together to form text blocks is side sewing(32) which is machine sewing using a lock stitch. The needle and thread penetrate the thickness of the volume and the line of stitching is parallel to the binding margin. This technique is limited to thin volumes, i. e. those 1/2 inch or less in thickness. To receive this type of sewing, volumes should have a binding margin of no less than 3/4 inch in width. In preparation, all staples are to be removed. Stitches are to be approximately 1/2 inch in length, should be no more than 1/2 inch from the head or tail after trimming and should be no further from the binding edge than 3/16 inch. Such volumes should receive end papers of the same construction as those used on oversewn volumes.

Side sewing is useful on thin materials with margins adequate to provide good openability. Its advantages and disadvantages are similar to those of oversewing. Since the stitches create a line of holes parallel to the binding margin, it should be limited to use on volumes with strong paper since weak paper will tend to break along the puncture line. The lock stitch is quite strong and items so sewn should wear quite well in use. This technique is used frequently in the binding and rebinding of children's books.

These five techniques--oversewing, sewing through the folds, double-fan adhesive binding, recasing, and side sewing--present the librarian and binder with an array of techniques for use in dealing with the binding and preservation needs of library collections. Of the five, two, oversewing and side sewing, are notable for producing volumes which are physically strong and which can take hard use. Both are also relatively inexpensive, and both are suitable for use on materials with strong paper and for which paper deterioration is not a primary concern. These techniques can be recommended for use primarily on materials which will receive hard use while relatively new and then be replaced by other newly issued materials. They are not primarily preservation techniques and are not especially well thought of by those whose first emphasis is on preservation. However, the advent of permanent durable paper and relatively inexpensive and easily available deacidification may in time, cause some reassessment of this point of view.

Sewing through the folds has long been favored by preservation advocates because it preserves the original format of volumes published on folded sheets. This method is considered by some bibliographers to be desirable because it allows for the investigation of the printing history of a volume by determining the nature and number of its signatures and by using other techniques used by historical bibliographers. In addition the preservation of such volumes over long use is enhanced by the retention of the folds and by the fact that such sewing may be renewed should it fail before the paper reaches the point beyond which it can no longer be used. Recasing has many of the same advantages, and its advocates seem to favor the idea behind the adage "If it's not broken, don't fix it." Renew the end papers, put on new covers, reclassify and recatalog--but don't resew it as long as the old sewing is working. This is conservation in a basic sense of the word.

Moving to adhesive binding, and specifically to double-fan adhesive binding, is to enter the world of contemporary technology. We have not had volumes bound in this manner long enough for us to know by actual experience how they will perform over more than a few decades. Aging tests depend upon the artificial aging achieved in the ovens of the testing laboratories. This, plus the experience of the repeated failures of adhesive bound volumes before the development of polyvinyl acetates, has made this a technique which has had to earn its place. Despite its newness, this is a technique which can be very useful in binding and preservation.

A further consideration of these five techniques as a group is that they are capable of use in a very wide range of situations and problem areas. They provide us with a considerable list of possibilities when their several variations are counted. For example, an aging volume sewn through the folds and essentially sound in the sewing, but with somewhat deteriorating paper may be glued up, recased, and returned to the shelf for further service. Similarly, an aging paperback, still in its original cover and on its original glue, can be reglued, put into a new cover, and can continue to give service. These are but two examples and both use adhesives as the principal agent. There are numerous other possibilities available with this list of techniques.

This group of methods for fastening leaves together is also interesting for what it does not contain. Only a few years ago we heard a great deal about cleat sewing, and one suspects that we might have expected its presence in the list before us. It had years of development by strong advocates. It was tested in a number of the leading binderies and it has appeared in the specifications of more than a few institutions. It was expected by some to be the successor to oversewing; however several factors combined to cause this not to happen. There were technical problems which, combined with the fact that cleat sewing was not an improvement on oversewing, caused it never to win wide acceptance.

The contrast between the failure of cleat sewing and the emergence of double-fan adhesive binding is interesting. As has been said, cleat sewing was strongly advocated. In contrast, adhesive binding was developed in binderies and never had the same kind of publicity. However, adhesive binding was perceived very early to have wide application as a preservation tool as well as to be a basic binding technique. Cleat sewing, once its basic nature was understood did not fit into the emerging preservation movement, and, the acceptance of adhesive binding may have been due as much to its adaptability to the needs of preservation as to any other factor.

Following its long section on fastening together the leaves of a text block, the Standard moves on to describe the remaining steps in binding a volume. These are generally much shorter than the section just covered, but each step has its purpose and each has its potential difficulties. Trimming is the next topic, and since it has long been a point of contention, I wish to quote in full what is said on this topic.

> Text blocks shall be trimmed as squarely and slightly as possible. The trimmed edges shall be smooth and without knife marks. Excessive trimming of irregularly sized issues, for the purpose of making them uniform, shall be avoided. The binder shall leave text blocks untrimmed when necessary to preserve text, marginal notes, illustrations and the folds of maps and other inserts. Volumes that will be recased, and that are already rounded and backed, shall be left untrimmed. The customer may specify that certain other volumes, or all volumes, shall be left untrimmed.(33)

The primary purpose of trimming is indicated in the introductory sentence of this paragraph. Making a volume square at this point in the binding process is important because the case will be made to fit a square volume. Putting a crooked text block into a case which does not fit it properly will likely make a volume which will not function properly, and it will also not look as it should. To trim as little as is necessary or to trim not at all are worthy aims, for, once margins are removed, they cannot be replaced. These and other provisions of the paragraph may appear to be little other than common sense, but they are also sound preservation and sound binding principles. One practice which needs further mention is that of trimming periodicals to recorded sizes. This will most likely continue because a standard height is necessary if the stamping on the spines of successive volumes is to match or line up properly. This is true because systems of control which govern the alignment of stamping depend upon consistent volume height. This need not be an insurmountable problem, however, if library and binder have a basic agreement that trimming is to be controlled and if the library will accept some slight irregularities in height and stamping alignment in order to preserve the text block.

After trimming comes the gluing of the spine.(34) This is necessary to firm and stiffen the spines of the newly sewn volumes so that they may be shaped by rounding and backing and so they will hold the shaping created in the rounding and backing operation.

Rounding and backing come next.(35) This pair of operations gives a volume its convex spine and concave fore edge and also creates the shoulders which make the spine the same width as the combined thickness of the text block and covers. These operations have both aesthetic and structural purposes. A book which has been rounded and backed both looks better and handles more easily than one not so treated. The shaping of the spine transfers some of the stress of opening the volume onto the binding edge and the hinge and relieves the leaves of some of this stress. Rounding also prevents the collapse of the structure of the volume and the development of a sunken spine and protruding fore edge, a development which can contribute to failure of sewing. Because of the stress put onto a volume to accomplish the rounding and backing and the consequent possibility of damage, it must be done within limits, or, in certain situations, not at all. These are spelled out in a paragraph of exceptions which includes provision for rounding but only slight backing on double-fan adhesive bound text blocks in order to prevent splitting the text block or the lining material. Also rounding, but not backing, is indicated for text blocks which have been sewn through the fold and which are comprised of signatures more than 1/4 inch in thickness (i.e. thick single signature periodicals) to prevent splitting the signatures. In addition, rounded and backed text blocks to be recased are to be rerounded and rebacked only if they are poorly shaped and if thread and paper are both strong. Similarly, flat backed text blocks which are being recased are to be rounded and backed only if paper and thread are strong enough; and, finally, rounding and backing are to be omitted both on text blocks under 1/4 inch in thickness and on all which have fragile paper.

The next and final operation normally performed on the text block is the lining up of the spine.(36) By this is meant the covering of the spine with a lining cloth. This is done to all volumes, including double-fan adhesive bound volumes which have already been lined with a stretchable material. This lining normally is a sturdy but not excessively thick cotton fabric which strengthens the spine and which extends over onto the end papers and serves as a reinforcment in the hinge of the finished book. This lining fabric is to extend to within 1/2 inch of head and tail and onto the end papers at least one inch. Further reinforcement is specified for all volumes over 2 1/2 inches in thickness or which exceed five pounds in weight. This can be either a layer of heavy alkaline paper cut to the height and width of the spine or a second layer of spine lining cloth. If it is the latter, the first layer can extend from one shoulder across the spine and at least one inch onto the end paper and the second layer can extend from the opposite shoulder across the spine and at least one inch onto the other end paper. This provides double lining on the spine and a single layer of lining fabric on each end paper and prevents both excess thickness in the hinge and excess build up of fabric under the paste down.

This lining of the spine is on top of the glue previously applied and serves to protect the spine and make it capable of withstanding the rigors of use. The lining fabric used is much stronger than the gauze or crash commmon on publisher's bindings, and in addition to providing a durable spine, its extension onto the end papers helps create a sturdy and durable hinge. The double lining specified on larger volumes creates extra strength needed to firm and strengthen spines on these volumes to help them function well despite size and weight.

Being finished with the text block, we move on to the making of the case(37) in a section divided into five subsections, the first of which specifies details in the cutting of the cover material to provide adequate coverage of the outside of the volume and both adequate and uniform turn in of the cover material to assure both a neat appearance and excellent adhesion between cover fabric and the boards.

Stamping the fabric is the second step in making the case. The text requires that

> Lettering shall be permanent, sharp, clean, legible, and stamped with adequate pressure, temperature and dwell to ensure adhesion of the foil to the covering material.(38)

The paragraph continues with a requirement that the binder keep records to assure uniformity of stamping patterns and foil for sets.

The third component of the case is the board, and a comparatively long pargraph(39) mandates that these be cut squarely and smoothly, describes how grain shall run, specifies the size of the square or overhang of the cover beyond the edge of the text block, and also indicates that larger and heavier books should be given thicker boards than less weighty volumes.

Fourth is described the inlay of tough but flexible paper which reinforces the inside of the spine of the case.(40) Finally the assembling of the case is described.(41)

If the provisions of this section are followed, the result will be a cover or case which is sturdy, neatly made, and clearly stamped with title and other information specified by the library. As with all other sections of the "Technical Specifications", most of the details on the materials used are omitted because they are indicated in the "Materials Specifications" which form a separate major portion of the document.

The next operation which is described is casing in,(42) the final assembling of a volume in which the text block is joined with the case. Certain alternatives are described and the general objectives of making volumes which are tight, square, uniform, smooth and free of bubbles and blemishes are made clear. Particularly significant is the emphasis given to the attachment of the paste downs to the boards and the pressing and drying of the volume to assure that this all important step is so well done that a volume will work properly and serve long and well.

The final operation performed is inspection(43) of volumes which is done to assure that several goals are met in the production of each volume. These goals are

> to ensure that: the case and the edges of the text block are free from adhesives, workmanship is neat, instructions from the customer have been followed, and there has been strict adherance to this *Standard*.(44)

Materials Specifications

The third major section of the *Standard*, "Materials Specifications"(45), describes the materials which may be used in fabricating volumes. Here are indicated in considerable detail the physical and chemical properties of the materials a binder may add to volumes being bound. Papers, board, cloths, adhesives, thread, sewing tapes, and foils are all described.

Earlier editions were very prescriptive in indicating in great detail the nature of the components of a library binding. While this edition retains much of the prescriptive pattern, and uses it effectively, it exhibits significant modification and change of approach. As has been noted already in discussion of the "Technical Specifications", there is a marked increase in attention to preservation of materials. In the "Materials Specification" this is first apparent in the initial section which is concerned with paper and which specifies that all endpapers shall be constructed of acid free paper.(46) Significant departure is made from the prescriptive approach in the provision for the use of alternative materials. Generally this is possible with the concurrence of the customer. A second major departure is the introduction, to a limited degree, of performance standards rather than strict materials and procedures standards. The introduction of performance standards is quite apparent and is significant because of the freedom it gives practitioners to find materials which will perform so as to give the service desired. These changes are important because they represent a change in approach and purpose on the part of those who prepared this new edition of the *Standard*.

The specification of acid free paper in all end papers and inlays is most important. It indicates that preservation is now being recognized as a basic part of binding for libraries. The use of alkaline paper is specified in the first major paragraph of the section on papers in the following words, "All endpapers shall be constructed of paper that meets *American National Standard for Information Sciences--Permanence of Paper for Printed Library Materials, ANSI Z39.48-1984*."(47) Key provisions of this standard are then summarized one after another to highlight the fact that this means paper with a pH of 7.5 containing a minimum of 2% calcium carbonate as a buffer and that it is to contain no groundwood or unbleached pulp. A subsequent paragraph outlines in detail the weight of the paper and a series of seven physical tests endpapers must meet or exceed.(48) The specification for the paper to be used in inlays is equally definite.(49) Paper with a pH of 7.0 is specified, and a note is appended in which it is indicated that, once it is available, paper with a pH of 7.5 will be required here also.

Similar use of the prescriptive approach to introduce new materials and make changes designed to implement the new concern for preservation are found in the specification of stretchable fabric for the spine lining of double-fan adhesive bound items(50) and in the specification, already noted in the discussion of the "Technical Specifications", of the particular attributes of the polyvinyl acetate adhesive specified for use on double-fan adhesive bound volumes.(51)

The movement away from strict prescription of materials and processes is apparent in the numerous instances in which alternative practices or materials may be used with the concurrence of the library. Examples are the alternative mending practices already mentioned; and, in the paragraphs on cover materials (52) in which there is found a basic provision for the use of the traditional Group F Buckram, but which also provides for the use of Group C-1 Book Cloth for small and light weight volumes or for other materials in place of Group F buckram if their performance equals or exceeds that of buckram. Performance standards are finally introduced most openly in the provision that any stamping foil may be used which performs as indicated in each of seven tests.(53) This is a radical departure from former practice which specified a high quality gold as the foil of choice and made possible deviations from its use with permission of the library.

The fourth and last section of the Standard is the "Glossary"(54) which contains definitions of 33 terms and concepts found in the document. The definitions were written for use in conjunction with the Standard and cannot be considered to form even an introductory list of definitions of binding and preservation terminology. Even so, the "Glossary" serves the important purpose of explaining key terms used in the Standard and helps a user or reader to understand the meaning of the Standard in ways which would not have been possible otherwise. The usefulness of the "Glossary" is further enhanced by the inclusion of nine labelled line drawings which illustrate the printed definitions.

Concluding Thoughts

There are at least three questions or areas of discussion still remaining now that the Standard for Library Binding has been explored. These are:

1. How does one live with this document and work with one's binder at the same time?

2. How and where is it possible or advisable to go beyond this document in framing specifications for an individual library?

3. Where can we expect to see future developments in library binding?

The first of these questions--How does one live with this document and work with one's binder at the same time?--is answered in part in the assumption that is found throughout the Standard that there is need for common understanding on a number of points between library and binder. A half dozen of these are:

1. What degree of collation of serials do you want or what degree of collation can you afford to do yourself?

2. What quality of mending tissues or tapes do you want used?

3. What priorities should be observed in choosing the method for fastening leaves together?

4. How much trimming do you want done?

5. How shall the binder handle volumes sent for recasing when sewing proves to be too fragile or too broken to reuse? Send it back? Proceed? If the latter, what are the parameters within which you wish the binder to proceed?

6. Which color or colors of stamping foil do you want on your volumes?

This quick listing of six areas calling for understanding between binder and library are all suggested by the _Standard_ and these by no means exhaust the points at which the framers of the _Standard_ thought it best to indicate that the librarian and the binder should be clear as to what is to be done in particular, concrete situations. These operational questions, all relating directly to how you want your volumes handled, leave a host of other considerations for the binder and librarian to decide. These are questions of how librarian and binder work together as customer and vendor, or, what shall be the nature of their business relationship. Questions in this area include such things as:

1. Which provides the instruction forms that carry instructions from library to bindery?

2. What information is to be furnished by the library and how is it to be used by the bindery?

3. Who provides the shipping cartons, labels, sealing tape, and shipping services?

4. What is the schedule of service--i.e. how long shall binding take, when will it be picked up and delivered, and whose responsibility is the transportation of materials from library to bindery and back again?

5. How shall the library be billed? How shall it pay? What are the constraints on these questions imposed by the business offices of the parent institutions and others who may become involved?

These two lists of questions now total 11 areas of concern and they are only suggestions--many others could be mentioned. Experience indicates that these can generally be worked out by one or the other of two approaches or by a combination of the two.

The first of these approaches is a binding contract or other formal agreement between library and bindery. The second is a customer profile or articles of agreed practices and procedures. If the contract must be put out for competitive bidding, many of these details will be covered, of necessity, in the invitation to bid either as statements of what is wanted or as statements of what will be provided by the binder. Both parties are generally expected to live up to these agreements.

If there is not a necessity to go through bidding and awarding of a formal contract these same matters must be decided in negotiation between library and bindery and formal decisions made point by point. Much of this kind of thing was formerly carried in the heads of the principals in either institution, but the increasing complexity of business arrangements and mobility of staff of both libraries and binderies have made it necessary to record decisions, and what I referred to earlier as a customer profile is such a compilation of information generally kept in the bindery for reference when a question arises on how to handle a particular library's work. It is good for those of us in libraries to know what these compilations contain, and it is perhaps wise to maintain a similar compilation in the library. For example, some years ago, I received a phone call from the chief of operations in the bindery asking whether or not there was any compelling reason why our profile indicated that lengthwise stamping of authors and titles was to proceed from the lower end of the spine toward the top. It was explained to me that this was a very old protocol for our library and that we were becoming a minor problem for the stampers because almost all other customers preferred it the other way. The matter was not mentioned in the contract and it appeared that the protocal possibly predated our having a formal contract. As I realized all this, I agreed to shift to the prevailing mode and the change was never noted in the library at large. I have found that it is good to phone the bindery when we in the library are initiating or contemplating a change. A new type of call number, a radical change in the size of shipments, or any other kind of change can be assimilated in the bindery if the way is cleared for it by a timely phone call or letter. Another effective technique to help keep library and bindery together is to take the library's binding staff to the bindery and invite visits by bindery personnel to the library. This permits individuals to learn what happens on the other end of the process, and enables key individuals to work out small but helpful agreements on how things will be done. This is not a definitive answer to how we can live with this new edition of the *Standard*, but this *Standard* is helpful in its openness to the need for decisions relating to a number of aspects of binding, and, in itself, it gives guidance to the decision making.

The second question in my list is: How and where may one go beyond the *Standard*? One such area is preservation services. Do you need special handling beyond the scope and intent of the *Standard*, but somewhere short of full rare book treatment? Do you need containers for worn, fragile or rare volumes? Do you need special handling of paperbacks such as a low cost glued binding making use of the publisher's cover? Do you need special pamphlet binding? The introductory paragraphs of the document invite users of the services of bindries to arrange special handling when it is needed. The key point is to identify your needs and ask whether or not the binder can help fulfill them. For some one time needs, a phone call or note may suffice, but, for ongoing projects, it may become necessary to work out alternative specificiations.

The third question on my list has to do with what the future holds for library binding. My initial response to this is that binding will change as all things change and that it will probably change slowly, more by evolution than revolution; but some further thought has caused me to modify this. When I consider the amount of change between the 1981 and 1986 editions of the *Standard*, I begin to see that revolution can take place in library binding. The earlier edition was very tightly conceived and admitted only two basic binding techniques--oversewing and side sewing--if the product was to be labeled as library binding. The 1986 edition is open and inclusive of five basic techniques. Five years brought a revolution, and I believe other changes are on the way, some of which may be revolutionary and some not.

One of these changes is mass deacidification which may gradually become available. If it does, the ability to arrest the deterioration of paper will be a revolutionary development. Mass deacidification services may or may not become attached to library binderies. If it does, it will be a major convenience and economy to be able to have materials bound and deacidified in one trip out of the library.

Related to mass deacidification is the use of acid free paper. Since the reality of expensive energy has caused an increase in the availability of alkaline paper, and since long term projections are that energy will remain costly, it may follow that alkaline paper will eventually replace acidic paper as an item of trade. If both deacidification and alkaline paper were to become commonplace, we should be faced with the need, even the opportunity, to rethink many of the basic assumptions underlying present day preservation theory and practice. One such area which might change is that of binding, for, with paper that will last two or three centuries without embrittlement, binding and preservation problems would be far different from those that we all are presently experiencing.

Another development which may come is increased ability to give the special handling needed for old, fragile, and nearly rare, if not outright, rare materials. Some of this may become reality through cooperative efforts. Some of it may become available from commercial sources. Either will be expensive, but preservation is becoming recognized as a necessity if we are to save the written record of human thought and achievement. One aspect of this which I have not mentioned up to now is reformatting--a term I find myself using more and more in place of the more traditional word "microfilming." As preservation of information by reformatting gains momentum, one result may be less dependence upon old and brittle paper and the need to try to preserve it. This, too, could be a revolutionary development.

As ours becomes increasingly a service-oriented society, libraries may be perceived as being more central to the needs of society than in the past, and the provision of library services may become more important. This could have an impact on binding as the need for materials mounts. However, this may well be counterbalanced by the traditional factor that libraries form a small part of the market for paper, periodicals, furniture, equipment, etc. This could mean that, on the whole, changes in this area may not be very great.

It is not easy at this time to prognosticate without mentioning the computer. Now that many libraries have spent years of effort and a great deal of money building machine-readable databases, the extension of the use of information in the databases should begin to spread to the maintenance functions of which binding and preservation are but two. Why should we not be able to manipulate author, title, call number, location and other information from the database for use in binding and preservation? This would be much more efficient than rekeying it. Furthermore, the database could become a library's central record of preservation decisions. As we decide to reformat, to deacidify, or to have bench conservation done, entry of this decision into the database could serve to indicate for all who access our records, what our intentions may be for the material under consideration. These uses of databases have one further factor in their favor--they increase the use of the information in the databases and thereby help to justify the making and maintaining of the machine readable files.

There may be a backlash against the free flow of information and against preservation in libraries. Some evidence of the first part of this appears in certain statements and policies coming from the present national administration. If this grows and becomes a general attitude of the country for even a relatively short time, all in the information services may need to go on the defensive. This could be serious for preservation for it could develop into a "do nothing" policy which could mean that from the Library of Congress on down, collections could be left to turn to dust. This should not happen and we all may be called upon to help see that it does not.

So far, I have been concerned with binding and preserving paper based materials, but I am also concerned about preservation of other media, particularly the electronic media and products of electronic publishing. How will these be preserved? Assuming that information survives on magnetic tapes or discs, will someone have the hardware in working order to make it possible to access and use the information? The same basic concern holds for the entire range of audio-visual materials: phonograph records, tapes, wires, films, etc.? Will it be possible to access them? Where will the equipment be found? Who will maintain it? Who will have access to it? Somehow these questions will need to be answered. We all may have a part in the process.

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A Workshop on Retrospective Collection Development: The Librarian and the Antiquarian Book Seller

by
David D. Bundy
Collection Development Librarian
Asbury Theological Seminary

The Problem

It is perhaps a truism that since no library has all books and no library can purchase all books, careful, responsible, retrospective collection development must be a concern of all libraries, irrespective of size. The librarian with the responsibility of accomplishing that task must establish criteria for retrospective collection development. This will involve: (1) an analysis of the collection, (2) the ascertaining of institutional goals (perhaps helping shape those through a knowledge of the resources available), (3) the definition of collection development goals in light of the existing collection and institutional goals, (4) the establishment of an appropriate _desiderata_ file, and finally, (5) shopping.

Throughout the entire process, an awareness of the market must influence decisions and plans. While it is relatively simple to draw up lists of important works in a subject area, it is a cold fact that the desired material may not be for sale! The indispensable ally of the person charged with retrospective collection development is the antiquarian book dealer. Most dealers assemble a sizeable stock of materials which they hope will fill the needs of their clients and are continuously on the lookout for additional resources. As well, their perceptions and interests have a significant influence on what will be available to support new academic programs, shore up those with less than optimal resources and fill the gaps in excellent collections.

This workshop examined these issues and, through the interchange between librarians and antiquarian book sellers, sought to increase the effectiveness of this necessary partnership.

The Panelists.

Participants included:

(1) Antiquarian Book Dealers:

Mr. Brian Carter
4 Northmoor Place
Oxford OX2 6XB
United Kingdom

Mr. Thomas Loome
Bookseller
320 North 4th Street
Stillwater, MN 55082

Ms. Petra Netzorg
Cellar Book Shop
18090 Wyoming
Detroit, MI 48221

(2) Librarians:

Mr. James Dunkly
Episcopal Divinity &
Weston School of
Theology
99 Brattle Street
Cambridge, MA 02138

Dr. Kenneth Rowe
Methodist Center
Drew University
Madison, NJ 07940

Dr. John Trotti
Union Theological
Seminary in VA
3401 Brook Road
Richmond, VA 23227

Mr. Carl Wrotenbery
Southwestern Baptist
Theological Seminary
PO Box 22000
Fort Worth, TX 76122

David Bundy served as moderator.

Workshop Agenda

1. Introduction of Participants

2. "Retrospective Collection Development: A Presentation of Issues" by David Bundy. This essay is published as a part of this report.

3. Responses to and reflections on the "Presentation of Issues" by the panel of librarians and book sellers. A response by Brian Carter, "Librarians: a Booksellers's Perspective," concludes the report of the workshop.

4. Discussion of three "cases" (presented below) with reference to experiences of panelists or other participants.

5. Concluding observations: A Proposal for Intentional, Defined Retrospective Collection Development by ATLA Libraries.

Cases for Discussion

Case 1. The Established Research Library.

The Established Research Library (ERL) has a collection comprising _circa_ 650,000 titles in Theology. It is complemented by a central university library of 2,800,000 titles as well as by libraries devoted to philosophy (100,000), medieval studies (65,000), middle eastern studies (100,000) and canon law (35,000). Within 16 miles is a library of _circa_ 350,000 titles related primarily to hagiographical research. Another nearby library has a collection of _circa_ 60,000 titles primarily in Protestant theology.

In a recent faculty meeting, it was agreed to institute a program to develop the depth of the collection. The funds raised have been sufficient to purchase five libraries (each _circa_ 90,000 titles) from currently declining religious foundations. These collections were nearly exhaustive for the Orders represented. This allowed the library to add _circa_ 100,000 new titles. Another 30,000 new titles were added in Old Testament studies from a professor's estate. Duplicate titles were either sold to book dealers, given (or traded) to other universities, or shipped to universities in Third World countries.

However, another goal is comprehensive coverage of theology (primarily but not exclusively Christian theology) as a discipline. Funds do not allow for the hiring of full time bibliographers for retrospective collection concerns. Instead, graduate students, faculty, and guest researchers are encouraged to note _lacunae_. From these suggestions the _desiderata_ file is maintained. As librarians and faculty persons travel and/or examine antiquarian book catalogues they are encouraged to procure additions to the collection.

As Collection Development Librarian, how do you proceed in developing the resources retrospectively? The budget of _circa_ $200,000 must also cover all branches of theological studies in all languages (almost all periodicals are obtained by exchange as are many academic series). How do you cooperate most effectively with antiquarian book dealers?

Case 2. The Small Academic Library.

The Small Academic Library (SAL) serves a large seminary in a midwestern state. It has _circa_ 140,000 volumes in a collection designed to support M.Div. and M.A.R. programs. Within 16 miles is a University library with about 1,800,000 titles in all areas of knowledge. Recently it was decided by the Board of

Trustees to inaugurate a doctoral studies program in one academic field. That field had previously been staffed by faculty totally uninterested in the academic side of their discipline. As a result, a mere 7,000 titles had been added to the library in this area. Foreign language literature was almost completely absent.

Confronted with a new focus of collection and new faculty persons interested in research, the director of SAL began by hiring a consultant to assess the collection and to make recommendations for the minimum necessary development of the collection to meet the demands of the new program. Efforts to gain consensus among the members of the new department for a collection development profile have produced only one result: the teaching faculty are unable to agree on a profile which is not comprehensive. As one frustrated professor said, "What is wrong with collecting everything?" The discussion has produced grudging agreement that the present budget of $23,000 for the department cannot buy everything!

As Collection Development Librarian, how would you approach the situation? How can the Librarian and Book Dealer best work together?

Case 3. The Small Institute Library.

The Small Institute Library is located within a five minute walk of the ERL (Case 1). The library is intended to provide classroom support for students of a small denomination. The students also have access to ERL. The first librarian inherited about 3,000 books in boxes donated by pastors of the church. The acquisitions budget is $8,000 per year.

After examination of ERL, it was ascertained that ERL houses fewer than 1,000 titles related to the denomination which must be represented and subscribes to only five relevant periodicals.

It was decided, in consultation with the board, administrators, and faculty, to devote the majority of the funding available to building a research center for the denomination. This was intended partly as a contribution to the resources found in ERL. Minimal classroom support materials are also to be purchased.

The major problem faced by the Collection Development Librarian is that the bibliography of the denomination (and related groups) has not been established. No antiquarian book dealer's catalogue offers the literature of this denomination. No other library has attempted to collect this material. The only bibliography is a dissertation done 20 years earlier which, although listing about 4,000 titles, is inadequate and often inaccurate.

As Collection Development Librarian, how would you approach the situation? How can the Librarian and Book Dealer best work together?

A Proposal: Intentional Defined Retrospective Collection Development

The small academic library can by no means arrive at comprehensive collection of theological literature. Given the small base collections and limited resources of the ATLA libraries, all would be better served if there could be an intentional, carefully defined effort to focus the financial resources of member libraries in such a way as to enhance the resources of the larger group.

There are a number of considerations which must be taken into account as an individual library decides to undertake a focused program of retrospective collection development. Firstly, a focus must be chosen which intensely and personally interests the person(s) who must do the work. Secondly, there must be the possibility of the institution served by the library adopting the collection as an important feature of its identity. Without institutional "ownership" long term continuity and development may be jeopardized. Thirdly, the focus must be chosen in light of the personnel, travel, processing, funds, space, and special equipment required to make the project managable and meaningful. A collection with severely limited parameters but well conceived and executed is of infinitely more value than an extensive and ideal project which flounders and is abandoned bacause of the lack of resources. Fourthly, there needs to be a coordination service for ATLA member special collections (perhaps through the *ATLA Newsletter*) which would identify projects underway and serve as a clearinghouse for ideas, problems, and possibilities.

The manner in which such projects may be undertaken are as many and varied as the possible projects. Let us take three examples. (1) The Methodist Center at Drew University is a denominationally defined research collection located on the campus of the University by a decision of the United Methodist Church. Here a special consideration is the organization and integration of materials deposited by a number of church agencies and libraries. As well, retrospective collection and a careful current procurement program are enhancing the collection. (2) At the Pitts Library of Emory University, Channing

Jeschke chose, due to his personal interests, a project of identifying and collecting African Christian periodicals. This has become an institutional project and will serve as a base for establishing a checklist of those periodicals and, eventually, a union list. Dr. Jeschke discusses the Emory African Collection in another essay in this volume of the Proceedings. (3) The Mongolian collection at Western Washington State University in Bellingham, Washington, began as the personal interest of Professor Henry G. Schwarz and allowed for the formation, within the University, of the Center for East Asian Studies. The collection development efforts supplement the extensive collection of East Asian studies materials at the University of Washington in nearby Seattle. Each project requires different amounts of the various resources listed above.

Nor is the printed page the only possible medium for preserving and articulating theological concerns. The importance of Third World Christian (and other) theological thought requires that North American and European trained scholars record and analyse not only written texts but also those of dance, music, art, extemporaneous (but often repeated and widely circulated) homilies, various forms of midrash, vast numbers and forms of folkloristic literature (oral as well as written), and oral histories of persons and groups. These are but a few of the possibilities.

If each ATLA library were to choose to document a certain country, region, denomination, movement, group, or ideology as a focus for defined retrospective (and in most cases with continuing current purchasing implications) development, each collection could make a contribution of national significance and the ATLA membership would move from being a group of relatively homogeneous collections to a diversity representing more adequately the spectrum of theological thought, and not just North American and European thought.

Finally, once a focus is chosen for institutional development, indespensable allies in the search for retrospective materials for that collection development project will be academics who have devoted their lives to the study of the specific field and the antiquarian book dealer who brings the expertise of the market. Especially helpful is the subject or area specialist who not only knows what is available but is frequently consulted as an appraiser and/or potential buyer.

Retrospective Collection Development in Theological Libraries: A Presentation of Issues

by
David D. Bundy

The libraries represented in the American Theological Library Association vary greatly in size and scope of collection as they reflect the varying ages of their foundation, their priorities, intellectual and religious traditions, and social status (and mobility) of the constituencies. Each major social upheaval in the United States has resulted in the interpretation of the religious significance of that experience being focused in a program of theological education. Each new institution acquires a library of sorts and begins the process of assembling resources for class room support, identification of the tradition, and eventually for research; hence, retrospective collection development.

Despite the variety of collections and goals represented in ATLA, most of the libraries fall into the category of "small academic libraries." These are normally defined as libraries having an academic function, a collection of less than 200,000 volumes, and a budget of less that $150,000 for the acquisition of new material.(1)

As small academic libraries, ATLA libraries have a series of special problems (and opportunities). Because of the changes in ministerial education, most ATLA libraries end up trying to function, and being expected to function, as mini-university libraries providing classroom support for vast areas of knowledge. This becomes accentuated as the United States and Europe lose their monopoly on academic theology and as the "Third-World" (for lack of better term) demands that theology interact with all of life and shed its insularity.(2) Those libraries in a large urban center with sophisticated university libraries are better situated to cope with this redefinition of theological scholarship than are the isolated schools.

The effort has also been made to participate in consortia (with varying degrees of useful result) and information networks, especially OCLC and RLIN. Interlibrary loan and reciprocal use agreements have helped theological libraries function as research libraries despite the limited resources and extraordinary homogenous character of the ATLA collections.

The majority of the ATLA collections are developing collections. This is generally occuring at a slow rate and most budgets are insufficient for serious classroom and degree support. Growth occurs primarily because of the long "half-life" of theological literature. In nearly every library, development includes retrospective as well as current materials. As we shall discuss later, there are a variety of reasons for collecting retrospectively, not the least of which is getting more books for the money. However, retrospective collection, despite the relatively long "half-life" of theological literature, can result in "instant deadwood" if it is not thoughtfully and carefully done.(3) If retrospective collection development is not done, even the best collections will not be satisfactory.

Theological libraries are thus confronted with small collections, inadequate budgets, and a discipline with rapidly expanding parameters. They are expected to, and need to, serve students increasingly unprepared for graduate study, provide research tools for faculty (and a plethora of so-called advanced degree programs), and serve as a center for interpreting the particular religious tradition represented by the institution.

As a small academic library with limited resources, how does the theological library go about establishing priorities and criteria for retrospective collection development? How do the administrations, faculty, librarians, and book tradespersons function in the process? Can better cooperation and focus be achieved? Let us explore the possibilities.

The Literature

The literature devoted to collection development addresses only obiquely the issues related to retrospective buying. The works by Spiller, Schad and Tanis, Gardner, and Futas(4) only allude to this aspect of collection development. The "annotated, critical bibliography" of Godden, Fachan, and Smith indicates only three articles about out-of-print buying.(5) Most of the periodical literature describes, through studies of individual institutional buying patterns or by surveys of groups of libraries and/or bookdealers, the extent, methods and sources of retrospective buying.(6) The data on sources has been summarized carefully by Larsen to whose work we shall refer below.(7) The acquisition of European publications both current and retrospective have been helpfully discussed, but on the basis of the experience of individual firms, by the "Blackwell's staff" and Dorn and Maddox.(8) "A librarian's viewpoint," by Edi Bjorklund describes problems of librarians faced with shrinking budgets, interlibrary loans, and inadequate catalogues of materials for purchase.(9)

Most helpful is the work of Stephen Peterson in the ATS "Project 2000" report.(10) In discussing collection development, he describes the need for "collections of special focus," (p. 37) and the documentation of North American religious life as well as developments in the "Third World" (p.37-42). This diversification of library resources, he argues, requires also "older material much of which is becoming unavailable due either to scarcity or deterioration (p. 42). Retrospective buying, however, should be done in "highly selective ways" (p. 42).

The "Project 2000" report places the library in the larger institutional context and it is to such considerations that we now turn in our discussion of retrospective collection development.

Setting Goals

Recent publications on university administration have refered to libraries as "black holes."(11) They are essential to the achievement of the goals of any educational institution, but are relentless in their demand for resources and improvement. The "democratization" of scholarly endeavor in the Post-World War II period and the desire of institutions to be involved in research as well as the transfer of research results has increased faculty desire for adequate library resources. Theological institutions are no exception, and the *angst* of seminary based scholars has risen due to the competition from the recently established religion studies programs in universities and the increased publication about religious issues by state/university funded centers. A few months ago, I met for several hours with a new academic department trying to help them focus their library requests and to articulate those in light of their particular goals. It was not easy. Finally one professor exploded, "What's wrong with buying everything?" My astonished mind could only produce, "Not even the Library of Congress manages to do that!"

The larger issue is that of institutional goals. The library, whether the librarian likes it or not, and despite the librarian's best efforts, reflects the institution which he or she serves. Here ATLA also reflects diversity, including established research centers with long held commitments to research and libraries which must continually fight for the possibility of doing more than provide classroom support.

The Project 2000 report lists five roles of theological libraries:

1. to represent the tradition of theological thought and religious practice
2. to reflect the intellectual and cultural pluralism of theological inquiry
3. to extend the instructional curriculum of the seminaries
4. to shape new knowledge
5. to teach skills for life long learning(12)

As these are developed and applied within a given seminary or divinity school context as both representative of and formative for institutional priorities, a focus for retrospective collection development can be found. Current publications in a tradition specific or discipline specific area can be controlled if there is institutional consensus on the importance of the collection focus. If there is that agreement, the librarian may have at hand one or more scholar/subject specialist ready and willing to help develop the area retrospectively and to exploit that resource. As I have talked with individual librarians with strong collections under their direction, the recurring theme has been the role of faculty in expediting that development.

Of course, a collection cannot become the workshop of one particular department or person. It is the task of the collection development person to keep the scope of collection as wide as possible.

However, it is only as a focus of collecting is achieved that extensive retrospective collection development becomes desireable. Articulating that focus is one of the functions of the collection development profile. The collection development profile for an institution with established goals and procedures may require little intra-institutional discussion. In situations where the institutional goals and objectives are still in discussion or have been challenged by influences from inside or outside the institution, the profile negotiation process can help the institution find consensus and direction. The language of levels in collection development and the wisdom of using it has been extensively discussed.(13) However, a written commitment to a collection development profile carefully defined or quantified is essential.(14) Institutional consensus is essential for one scholar's treasure is another's proverbial "dead-wood."

Tailoring Buying to Fit the Goals

Retrospective collection development is actually a marketing problem in scholarly guise. The author of the Blackwell's contribution to Samore observed:

> If new bookselling can be appropriately described as the operation of getting too many books written by too many authors and published by too many publishers into the hands of too few customers, second-hand bookselling, par contra, can be defined as the process of getting too few copies of too many titles into the hands of far, far too many customers.(15)

The basic theological materials purchased by generations of theological students are quite easy to obtain and relatively inexpensive. It is not the first 150,000 volumes which tax the resources of the theological librarian. The second 150,000 are more difficult, if one also seeks to avoid buying volumes for the sake of numbers alone.

The collection development profile articulating institutional direction for library expansion should maximize the return on resources used, assuming of course, that the collection development profile was conceived in light of bibliographic awareness and market prssibilities. It is important that the librarian not contribute to the raising of unrealistic expectations with regard to the development of resources. Some materials are not available in any form at any price. It can be reasonably expected that technological changes will alter present modes of preservation and transfer, but the number of materials available on demand is still quite small.

One way of teaching realism to those who expect that miracles should be instantaneous is to involve faculty in the process. As mentioned above this increases the potential use and usefullness of the collection, reinforces institutional "ownership" of the collection development profile, and communicates, at an existential level, that development of an excellent collection in any area is a discipline of patience, preserverence, and luck extending, normally, for several generations.

For the collection development librarian in an institution with clearly defined goals and priorities, the task is complex. It becomes even more so as institutions experience a shift in focus. As the world of trustees, administrators, faculty, and programs turns, the librarian is often called upon to restructure the collection development procedures and priorities to service a new program. The situation is often exacerbated because of inadequate attention given to financial considerations or to market options operative in the library and publishing world. Rare is the librarian who is consulted before the decision to change programs and institutional direction. This places the librarian in an uncomfortable position, a discomfort that relates directly to the difference between the past and present collection needs and the overall strength of the "base" collection. It is especially accute if "instant raw material for the Ph.D. industry,"(16) is needed.

The development of new programs and directions is rarely limited to one institution. A perceived success is certain to result in effort to duplicate form as market forces related to enrollments and endowment come into play. That no institution is immune to such trends is seen in the rapid proliferation of D.Min (and similar) degrees and the definition of non-academic doctorates. Each new trend produces a brief flurry in the antiquarian (and other media) markets. For example, the rhetoric about missions and efforts to establish missiology in degree programs have led to the production of lengthy publishers and dealer catalogues (generally second rate material), raised the price of the important literature, and resulted in the microfilming of report literature and in reprinting proposals.

All of this poses a series of challenges to the collection development person. A new collection development profile must be negotiated, the negative impact of the new direction on previously established foci of collection must be minimized, funding implications must be communicated to administrators and boards, market patterns and availability of the desired resources must be ascertained and brought to bear on institutional goals and expectations. In each of these the librarian must be aware of his/her own feelings and perceptions of the new discipline and/or focus of collection. The style in which the librarian helps shape the new direction will either constructively influence implementation of programs or elicit the "black hole" syndrome.

However large the collection and whatever the focus of the collection development profile, the achievement of the goals of retrospective collection development leads the person responsible to the antiquarian book dealer, the information transposer (microfilm, microfiche, electronic transfer), and the reprint market.

The Librarian and the Bookseller

The depth of collection (however defined) prescribed by the collection development profile determines the procedures and programs to be followed. The extent of funding (and its consistency) for travel and support services are as important as the amount designated for acquisitions per se. Profile and funds limit the points of access into the retrospective materials market which will be possible and productive for a given library situation. The merchants of these materials can be divided into three categories: (1) microform producers; (2) reprint-instant print depositories; (3) antiquarian book dealers.(17) These are not clear-cut categories and it is to be anticipated that with mergers and changing markets, the distinctions will become even less clear.

Microform, in all its media expressions, despite generally unenthusiastic user response, does make available several hundred thousand volumes of previously published material, manuscripts, report literature, and other archival material. Accessibility is a problem as minimal resources are necessary for participation in an endeavor fraught with cottage industry as well as giants such as Interdocumentation of Leiden, The Netherlands. There are as yet no adequate catalogues of available materials and no standards for quality control. A frustrated colleague lamented that while a badly executed book is usually legible, a badly produced film or fiche is more of a Rorschach inkblot design than a bibliographic resource. Video-disc laser technology may alter the business considerably.

Instant print and reprint publishers are an expensive, but more easily accessible, source. The drawback of this material is that while it contributes to the depth of a collection, it also uses generally scarce monies on literature widely available in established collections. Without careful selection, it contributes to the homogeneity of collections rather than to the diversification and enrichment of the larger academic community.

The focus of our interest is however the antiquarian book market. The other two sources are not as limited by relationships, the postal service, timing, and luck. Access to the antiquarian book market varies greatly among the ATLA libraries. Most libraries receive a number of catalogues which are often quickly checked for possible additions. Faces of competing librarians flash past furrowed brows as the telephone call tells one of victory or "wait until next time."

Desiderata lists are also used by many, but the time required to maintain and check them will probably cause them to be used less and less. This trend will be accelerated by work-study cuts and by the readily available and easily generated bibliographical (and prosopographical) tools. It may be that computer technology, including the use of optical scanners, could reverse this trend, especially as more dealers enter their stock into computers.

For the wealthier libraries (very few among the ATLA constituency), auctions serve as a excellent source for rare antiquarian items and for the acquisition of specialized private collections. Purchase of large collections has boosted the holdings of several member libraries. However, the purchase of another's broken dreams can result in large quantities of duplicates or other "dead-wood." Both means, if wisely administered, can greatly enrich a collection.

Frequent visits to dealers regularly buying collections too large, and perhaps too esoteric, for the publication of catalogues are essential for the serious collection development program. Book fairs are less useful although visits to the Frankfurt am Main, Leipzig, or Moscow fairs can provide an awareness of the publishing industry as a whole that no amount of catalogue perusal or library science textbooks can give. Advertising in trade periodicals (a variation on the theme of *desiderata* lists) seems to bring marginal results for the average ATLA library program.

The issue of price: "What is fair?" must be raised. The simplistic answer is: "what libraries will pay!" Book prices vary wildly as do the overhead costs dictated by individual book dealer's locations, and for international purchases, the national tax structures. It must be said that in eight years of collection development, appraisal, and consulting work, I have met few mercantile dealers. Much more often I have been embarrassed by dealers generosity, helpfulness, and trust.

The Bookseller and the Librarian

The *A. B. Bookman's Weekly* contains a number of discussions, usually very discretely phrased, of this relationship by bookdealers, including one by Petra Netzorg. The volume edited by Theodore Samore on the *Acquisition of Foreign Materials for U. S. Libraries* contains several helpful essays.(18)

Some of the issues can be summarized as follows. Firstly, there is often a demand for instant results (instant miracles), a stance which is totally out of line with the realities of the marketplace. Secondly, when a long awaited item is listed in a catalogue, the first caller is deliriously happy, usually with himself or herself, and subsequent callers usually disgusted (in varying degrees) usually with the bookdealer (or occasionally the Postal Service).

All librarians on the lookout for a carefully defined range of materials appreciate the bookdealer who locates and makes available to their library the hard to find antiquarian items. However, uncertainties in funding and in the stability of institutional commitments to a particular direction in retrospective collection development make bidding on expensive items and/or collections a very risky investment of capital.

Requirements of individual institutional administrations for invoicing, documentation, evidence of adherence (or reasons why not) to Federal hiring regulations, and slow payment of bills increase costs and/or overextend staff workloads.

Another problem, especially for those in the business of providing alternative forms of retrospective materials, although most bookdealers have faced the problem in one form or another, is the creation of false markets. Academics, individually or through their associations, have proclaimed a certain item or collection of items "absolutely essential for every library." As has been demonstrated by the buyer response to on-line services, the price of such "essentials" when not subsidized by governments or associations, has rendered them non-essential. In the last decade large numbers of companies have exited the field with varying degrees of solvency and grace due to unrealistic accessments of what the academic market will sustain.

CONCLUSIONS:

This essay makes no pretense of being comprehensive in its discussion of retrospective collection development. The effort is made to place the discussion in the larger context of the discipline, the academic information market and the institution. The librarian and the antiquarian bookdealer are mutually dependent in the business of retrospective collection development. The way in which each perceives the other's task and the way in which the market and institutional tendencies are defined affect the lives and work of both. It is hoped that the delineation of issues each face and the discussion mutual concern will be conducive to greater cooperation, effectiveness and profit.

Notes

1. Christopher Millson-Martula, "The Effectiveness of Book Selection Agents in a Small Academic Library," College and Research Libraries 46(1985), 504-510.

2. This concern is now being articulated in ATS publications and conferences. The theme of the 1986 ATS meeting in Kansas City was the globalization of theological education. An entire issue of Theological Education [22,2(1986)] was devoted to the same concerns.

3. Jasper G. Schad and Norman E. Tanis, Problems in Developing Academic Library Collections (New York, London: R. R. Bowker, 1974), 112-119.

4. David Spiller, Book Selection. An Introduction to Principles and Practice 2nd ed. (Hamden: Linnet Books & Clive Bingley, 1974), 18-19, 56-60; Schad and Tanis, 112-119; Richard K. Gardner, Library Collections. Their Origin, Selection and Development (New York: McGraw-Hill, 1981), 153-176. Gardner merely provides a list of aids for evaluating used books. He does not discuss theological literature; and Elizabeth Futas, Library Acquisition Policies and Procedures 2nd ed. (Phoenix: Oryx Press), passim.

5. Irene P. Godden, Karen W. Fachan, and Patricia A. Smith, Collection Development and Acquisitions, 1970-80: An Annotated, Critical Bibliography (Metuchen, London: Scarecrow Press, 1982), nos. 322, 324, 326.

6. Fred C. Lynden and Arthur Meyerfeld, "Library Out-of-Print Procurement: The Stanford Experience," Library Resources and Technical Services 17(1973), 211-215; Betty J. Mitchell, "A Systematic Approach to Performance Evaluation of Out-of-Print Book Dealers: The San Fernando Valley State College Experience, Library Resources and Technical Services 15(1971), 215-222; Ung Chong Kim, "A Comparison of Two Out-of-Print Book Buying Methods," College and Research Libraries 34(1973), 258-264; L.S. Thompson, "The Dealer's Role in Academic Acquisitions," AB Bookman's Weekly 76(July, 1985), 54-63, reprint of The University Libraries and the Antiquarian Book Trade: Fragments of Library History (University of Kentucky Library Occasional Papers, 3; Lexington: University of Kentucky Library, 1983).

7. A. Dean Larsen, "The Role of Retrospective Materials in Collection Development," Collection Development in Libraries: A Treatise ed. Robert D. Stueart (Foundations in Library and Information Science, 10A; Greenwich: JAI Press, 1980), 261-279.

8. Blackwell's Staff, "Acquisition of Retrospective Material: A View from Blackwells," Acquisition of Foreign Materials for U.S. Libraries, 2nd ed. comp. and ed. Theodore Samore (Metuchen, London: Scarecrow Press, 1982), 52-58; and Richard W. Dorn and Jane Maddox, "Acquisition of Retrospective Material: A View from Harrassowitz," Acquisition of Foreign Materials for U.S. Libraries, 2nd ed. comp. and ed. Theodore Samore (Metuchen, London: Scarecrow Press, 1982), 75-85.

9. Edi Bjorklund, "Acquisition of Retrospective Materials from Bookdealers: A Librarian's Viewpoint," Acquisition of Foreign Materials for U.S. Libraries 2nd ed. comp. and ed. Theodore Samore (Metuchen and London: Scarecrow Press, 1982), 86-91.

10. Stephen L. Peterson, "Theological Libraries for the Twenty-First Century: Project 2000 Final Report," Theological Education 20,3(1984), 1-114.

11. For example, Irvin Ross, "Why College Bills Don't Level Off," Fortune Sept. 30, 1985, 66-71.

12. Peterson, 23.

13. Ross Atkinson, "The Language of Levels: Reflections on the Communication of Collection Development Policy," College and Research Libraries 47(1986), 140-149.

14. Peterson, 45, 56 note 67. Futas, passim.

15. Blackwell's Staff in Samore, 52.

16. Blackwell's Staff in Samore, 57.

17. See the discussion in Larsen, 261-279.

18. For example, Kenneth W. Rendell, "A Changing Relationship: Booksellers and the Institutional Market," AB Bookman's Weekly 73(June 1984), 4731-4735; M. Landesman, "Selling O.P. Books to Libraries," AB Bookman's Weekly 73(March 1984), 3184; Petra F. Netzorg, "Acquisition of Foreign Materials for U.S. Libraries: The Area

Specialist," _AB Bookman's Weekly_ 47(June 1971), 1914-1925; Samore, 37-105.

Librarians: A Booksellers' Perspective

by
Brian Carter
Antiquarian Book Dealer
Oxford, United Kingdom

What are some of the qualities which make a good librarian and where are the pitfalls in his way? Over the past sixteen years, it has been my good fortune to meet and correspond with many American theological librarians in the course of running my business as a bookseller specialising in theology and church history. The views and opinions expressed here are based on that experience. I have known some of the librarians for all the years I have been bookselling and others I have met more recently.

The area I have been most closely involved in has been retrospective collection development; it is surely no coincidence that those libraries which have undergone the most dynamic change or sustained the most significant consolidation have been those where the librarian has devoted time and resources to older materials. Some librarians are very wary of buying older books; why this should be so, I am not sure. Part of the answer may be that at library schools no proper attention is paid to the question of acquisition of such materials. Another reason may be that more risk is involved for the librarian: he or she is forced to base choice on some unfamiliar factors. Why these books, rather than those? Are these the most important books? Will the decisions be criticised? All these considerations seem to me to contribute to a general reluctance in acquiring older materials.

Of course, there is always the argument that the budget will not stretch beyond the acquisition of new materials. However, that reasoning might also be used by those librarians who are active in retrospective acquisitions, but this is not so because they have decided on wider objectives. Spending the library budget on new books can insulate the librarian from risk; spending the budget is something that can happen almost automatically and with relatively little input by the librarian. Many libraries have standard orders for all the relevant works of certain publishing houses, University presses, series, etc. To some librarians, the new book is almost a different species from the old. The new book is also published at a fixed known price, expensive though that may be. The price of all old books is unpredictable. Is the price fair? Does the book cost too much? How do you judge?

I believe it is in this area that some of the real problems arise for the librarian who feels unsure about the books and possibly also about the bookseller.

There ought not to be a problem. It is relatively easy to establish what is a fair and reasonable price if librarians familiarise themselves with the materials by consulting booksellers' catalogues and through their own assessment of the materials they receive from the bookseller. All this may seem very obvious, and certainly will be to those librarians used to retrospective acquisition, but there are many who still feel reluctant and uncertain about buying older materials.

How is it that some librarians are able to spend a significant amount of money each year on old materials? It seems to me that these librarians have identified particular areas of interest and committed funds to them. They are aware that this commitment must be made and that they must find the money to meet it if the library is to achieve its goals.

From personal observation and from what I hear reported from time to time, a theme emerges, with variations: "If only my library had the budget of so-and-so . . . , if only we had such-and-such as an endowment . . . ," "if only we had benefactors who would make generous gifts as a result of a phone call, . . .," or "if only we had the good fortune to acquire a fine institutional library . . . ." What the "unlucky" librarian doesn't realise is that, while some libraries may indeed have special assets (though through mythology and retelling these may be exaggerated beyond reality), these desireable assets have only been gained because the librarians have been expecially attentive rather than "lucky" and over many years have encouraged friends of the library to make bequests and donations. It is quite clear to me that substantial benefactions have been given to libraries through the inspiration, dynamism, and enthusiasm generated by the librarian himself or herself: who has involved the benefactors so that he or she is regarded as "their" librarian and they are keen to share in the efforts being made. The main reason why at a later stage a benefactor will respond to a phone call is because of the strong bond which has developed over the years. I know of a number of cases where benefactors have given substantial funds solely because of the esteem in which they hold the librarians: the funds go to the library but the reality is that they are personal gifts.

The librarian who is a successful fund-raiser, however, cannot always move through personal initiative. It goes without saying that it is essential when applications are made to charitable trusts and foundations that the Dean and Development Officer must be involved and supportive. Sadly, I have known of schemes coming to grief through lack of co-ordinated support.

It is true that there are some people who have neither the temperament nor the aptitude for the fund-raising element in their role as librarian, but it seems to me that these are few. For most, it is a question of taking the initiative and developing the skills.

Over the years, some librarians have increased the size of the library by as much as four or five times. During this period, they have bought special collections in specific subjects, for example, the Cambridge Platonists, Jansenism, the Oxford Movement, etc. Some of the collections have been small and others have run to several thousand volumes. It has often been my task to build a collection so that, when described to the librarian, the importance of the materials will be apparent. Most of the librarians I know who have transformed their libraries have taken a properly calculated risk in deciding to purchase such collections. In a very short space of time, they have been able to acquire important material that would otherwise have taken years to obtain, and at much greater cost. The risk of purchasing duplicates is one that can be reduced if I, as the bookseller, do not include the more standard titles, and the librarian will probably know that if he is moving away from a predominantly denominational library, there are bound to be substantial gaps in his holdings where duplication is unlikely.

The librarian who becomes more familiar and at ease with earlier materials also becomes much more skilled at judging their relative scarcity; he will not let an important opportunity pass him by. The best librarians are those who are prepared to take carefully calculated risks, but who are also willing to listen and to act on advice. I have a number of instances in mind where I have brought books and collections to the attention of certain librarians and they have later generously told me that they were delighted to have acquired the materials and only did so because I drew attention to their significance.

When a library reaches a certain size, the benefits of purchasing collections diminishes, but a continuous programme of infilling may always be required, even in areas of strength. Naturally, over a period of years, a close and friendly contact can develop between the librarian and bookseller and where it exists, the bookseller is in a position to provide an enhanced service, for he will be quite familiar with the holdings of the library and, therefore, will obviously not offer titles already held. He will be aware of the long-term plans of the librarian and be especially attentive to these. An example occurs to me of a librarian who told me some years ago that he would in the future like to find a collection to take the holding in a new direction (which he specified) and thus add a further dimension to the library. I knew of the existence elsewhere of two collections, each of several thousand volumes, that would have ideally suited the purpose. I made enquiries and discovered that one of these was already destined for another library as a gift: the other, however, I kept an eye on over the years. In due course, I was able to introduce the owner to the librarian, and was instrumental in arranging a mutually satisfactory agreement between both parties. This was a particularly satisfying conclusion and only came about because the librarian had described to me his vision of what the library could become. I do not expect to see a collection of such quality in that subject area again.

The ATLA is currently much concerned with written collection development profiles. To my mind, these are two-edged weapons. Of course it is essential that the librarian has an organised coherent plan for the future and a sense of direction. However, the more elaborate the profile becomes and the more people there are involved in drawing it up, the greater the potential constraint it can exercise over the librarian. Furthermore, should the librarian be reticent, the profile will serve only as a defense mechanism; he/she need never risk going beyond the confines of the profile. For whose benefit is the profile? Who appraises it? Who knows if the aims of the profile have been achieved? At this year's conference in Kansas City, it is evident that the profile is here to stay, but it is equally clear that a good deal of scepticism is felt about a profile that is anything other than a brief and open-ended one. Unfortunately, the whole discussion on the merits of profiles has been distorted by an element of self-interest and fear arising from the belief that if the librarian does not have a detailed profile prepared, he or she may well receive a notation in due time.

It is easier to write a collection development profile for current acquisitions than for retrospective materials for the obvious reason that one does not know when certain books or collections may become available.

My observations lead me to believe that some of the most significant and exciting developments in a number of libraries have arisen as a result of the librarian taking quite unexpected and unforeseen chances to acquire material in "new" areas. The initial acquisition may have been in a subject area on the periphery of the library's interest but over the years this subject has come to hold a central position in the library's holdings.

The ATLA is a very efficient organization which runs a variety of constructive programmes and projects utilizing the individual expertise of its members. An idea that has occurred to me, and perhaps to others, would be for the ATLA to institute at a library school a special course specifically orientated to the theological librarian and embracing some of the issues raised in this article. There are a few institutions which come to mind as ideal locations because they also have very strong divinity libraries. With such a special course, it would be possible for the participants to share the insights and knowledge of experienced librarians in a formal setting. As well as such courses being part of the initial professional training of the librarian, special short courses and seminars could be arranged for those at different stages of their careers. It is quite possible for a professional member of a library staff to be working for many years without ever having any first hand experience of the actual management of funds or being involved directly in acquisitions, so it is not surprising if there are some who feel unsure of how best to proceed when the opportunity occurs. A special theological librarians' course as outlined could overcome this problem as well as making more generally available the philosophy and methods of those librarians who are pre-eminent in their field.

I opened these remarks by asking what qualities help to make a good librarian. Obviously, in this short article I have been able only to indicate where I have seen remarkable changes take place, and how I have seen these transformations brought about through the example of certain librarians. Their success has depended not on luck or geographical location, but on their vision, their long-range objectives, their encouragement of friends, their decisiveness, their use of acquired knowledge, and last, but not necessarily least, their cooperation with the antiquarian bookseller.

SECTION MEETINGS

Bibliographic Systems Section Meeting
Reported by Clifford S. Wunderlich

Thomas Gilbert (Eastern Baptist Theological Seminary), chair of the committee, opened the meeting at 3:30 p.m., Tuesday, June 17, 1986. He presented the agenda, introduced the current and new committee members, and outlined the purpose and charge of the committee.

Publications. Clifford Wunderlich (Harvard Divinity School) described *Peoplenet 1986*, the current directory of members and friends of the section. The directory compiles the eighty-seven responses to this year's questionnaire and provides information on the respondents' interests and involvement in various aspects of technical services. The directory has been available at the Annual Conference and will be mailed in July to respondents who were unable to attend the conference.

Thomas Gilbert reported on the continued popularity of the committee's publication of *Current LC Subject Headings in the Field of Religion*. In spite of the recent changes in the distribution of LC Subject Headings, the committee has decided to continue its publication. The committee's list is distributed three times a year; there are over 120 current subscriptions.

Subject Headings. Melinda Reagor (Duke University) reported on the program sponsored by the Library of Congress for requesting additional cross-references to existing LC Subject Headings. [Information about this program will be provided in the August 1986 issue of the *Newsletter*.]

Thomas Gilbert reported on the recent changes in the distribution of LC Subject Headings. A fully cumulative hard-bound edition will be published each year, and the weekly lists of additions, deletions, and changes and the quarterly microfiche cumulations will continue to be published. The implication for libraries and networks of these and the LC Subject Authority Tape service were discussed.

Union List of Serials. John Muether (Westminster Theological Seminary) reported on recent developments in union listing of serials.

American Library Association's Committee on Cataloging Description and Access. Joyce Farris (Duke University) reported on the CC:DA's current work in progress and the agenda for the upcoming June meeting. [Reports of the committee's liaison to CC:DA are regularly published in the *Newsletter*.]

ATLA Microcomputer Users Group. Duane Harbin (Yale Divnity School) reminded section members of the users group meeting scheduled for later in the Conference and outlined its agenda.

Classification systems, reclassification projects and retrospective conversion in ATLA libraries. Thomas Gilbert presented the results of his recent survey and discussed the implications for ATLA libraries. [His paper and statistical summary are published in full below.] Discussion of the survey followed.

The section meeting ended with a general discussion of technical services in members's libraries.

Classification Systems
Where We've Been, Where We Are, Where We're Going

by
Thomas F. Gilbert

I have been curious, for a long time now, about the classification systems we use in theological libraries and what makes us decide to switch systems and reclassify. Three of the four theological libraries for which I have worked made decisions to change systems and the fourth has recently announced its intention to make a switch. Since these switches cause huge amounts of work for professional catalogers and technical services staff, and major headaches, at least in the short run, for library users and public services staff, I felt it would be worthwhile to discover (1) what classification systems ATLA libraries currently use and (2) whether or not they had switched systems in the past. From these data I hoped to extrapolate a bit and consider where we might be in the near future with regard to classification.

I. Where We Have Been

I have gleaned the data for this presentation from a questionnaire sent out to the 156 ATLA libraries in May 1986. Thank you, all who participated. We had a very good response of 118 surveys returned, about 75%. I think it is a sufficient sample for reliable data. Upon tabulating the surveys, I found that the state of classification as we went into the 1950's was quite diverse among ATLA libraries. There were four major classifications used, all of which had a considerable following; Dewey, Library of Congress, Union (Pettee), and a Catholic system which was designed to be combined with either Dewey or LC, Lynn-Peterson. Union, in particular, enjoyed a good reputation among theological libraries. Libraries just starting up during that period would likely have chosen it, since it was designed especially for theological collections. Few libraries changed systems in the 50's and early 60's. However, beginning in 1965, there was sudden upsurge in system changes which has continued unabated to the present day. In all only 46 libraries or 39% of the sample have never changed classifications. 55 of the 72 (76%) who switched did so since 1965. Libraries were bailing out of every classification and changing to the Library of Congress system (see graph). Especially hard to maintain were those other than LC, Dewey, or Union. Every local system and every other organized system of classification (Cutter, Richardson, Bliss) except Lynn-Peterson was shut down in favor of LC by 1985. Dewey and Union were also hit very hard by the trend toward reclassification. Of the 32 libraries who have used the Union (Pettee) classification, only 8 (25%) continue to use it. Only 23 (43%) of the 53 libraries who used Dewey have maintained its use. What have been the factors that made libraries change to LC? A cursory glance at some of the library literature indicates several reasons.

1. The National Backing and Distribution of the Library of Congress Schedules and Catalog Products. Libraries found that maintaining classification systems internally that have small national followings was time consuming work. No matter how good the classification was, it took time to continue to add subjects and numbers to it in a consistent way, document those additions and changes, and train library staff in their use. By the early 70's, when LC card kits became available from various library book jobbers, it became even more tempting to drop all that tedious work and go with the LC (or perhaps Dewey) flow.

2. Dewey Decimal Classification Changes. The Dewey classification hung itself with its 17th (1965) edition which introduced record numbers of "relocations" that eliminated previously assigned numbers and reassigned those topics to other places in the schedule. These relocations and the present day Phoenix schedules (which reassign entire subjects to a different numbering scheme, e.g. Sociology 300-310 in the 19th ed.) which appear to be a regular feature of the system have now forced Dewey libraries into some hard choices. Since the Dewey is not developed around an actual collection any number of "improvements" can be made by its editors at any time. The Library of Congress system, being based on a collection, proceeds more deliberately with changes and tries to make them fit in with existing schedules, thus attempting to preserve the integrity of its stack arrangement. LC is free to follow the various editions in assigning Dewey numbers since it does not have to live with the resulting stack arrangement. Local libraries often try to make numbers fit the practice of previous editions, and thus each new edition puts an ever heavier burden on catalogers to learn and document the various "Dewey" traditions of each library. But the failure to fit in later editions and accept LC's "Dewey" call numbers results in an ever more patchwork shelf arrangement.

3. Cost Savings. Accepting the Library of Congress classification can result in cost cutting measures that library managers fairly drool over. One can eliminate much copy cataloging done by professional catalogers by simply having a clerical staff worker order whatever catalog products the library needs (cards, comfiche, tapes to install in on-line systems)

at a computer terminal via OCLC, RLIN, UTLAS, or some locally devised system with access to LC MARC records on floppy or compact discs. The professional cataloger is then freed to concentrate on the specialized theological material not cataloged by LC.

These three factors led to the widespread acceptance of LC copy and the products derived from it even at the high cost of either split collections or expensive reclassification projects. It appears to be a moot point among ATLA libraries whether to reclassify or to split collections when changing systems. Many have opted to live with a split collection, putting their resources into new materials instead of relabeling old ones. These libraries also enjoy the cost savings which occurs by compacting the old classification and freeing up shelf space. Split collections can be trying for the patron, but over time the older classification is used less and thus becomes less of a problem. Genuinely motivated patrons will overcome the difficulty of two locations for the same subject matter. Some libraries have felt this to be too great a burden on the user and have reclassified though at great effort and expense. Those planning retrospective conversion projects, piggybacked the reclassification on it and thus incurred only the relabeling costs and some reclass work, the bulk of it done as part of the conversion of the records to machine readable form by matching them against an existing database.

II. Where We Are and Where We're Going

ATLA libraries have nearly opted out of all specialized theological classification systems, deciding instead to change to LC. Some have retained their Dewey system. In this action, we followed the trend of most college and university libraries who left the Dewey system in droves in the late 60's. I predict that this trend will continue, especially given the widespread use of OCLC among us. It is very tempting to streamline work by accepting LC call numbers for the reasons given above and because the numbers are already Cuttered by LC, thus eliminating shelflist checking for duplicate numbers. Looking at the graph of "Changes in Classification Systems by ATLA Libraries" shows that this trend has continued vigorously through the 80's, and given the present financial states of many of our institutions, we will be hard pressed not to eliminate local cataloging practices in favor of national ones. The time may come when professional cataloging may be combined with a public services or administrative job in mid-sized and smaller libraries collecting mostly in English, since there will be so little original or near copy cataloging to be done. Unfortunately, this will also mean that we will be less likely to obtain materials that are difficult to process due to their language or specialized subject matter. In some sense there is a danger that we will let the Library of Congress select our materials, since our institutions appear less willing to take the time to catalog specialized material. Also, with less professional time devoted to cataloging our backlogs could grow and effectively take non-LC cataloged material out of the realm of available theological literature. Reclassification will continue to be done, but mostly within the framework of retrospective conversion projects done to develop the on-line catalogs so many of our libraries are planning to have within five years (55 libraries in the sample have these plans). Many of us will continue to live with split collections which should become less of a burden as time dates the older classification. We will benefit from more efficient processing, but we will lose some of the integrity and depth that the theologically based classification systems gave us.

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Classification and Automation Survey
Bibliographic Systems Committee
American Theological Library Association
May 1, 1986

Compiled by Thomas F. Gilbert

118 out of 156 possible ATLA Member Libraries reporting (76%)

1. What size is your collection (bound volumes, books & periodicals) ?

14 (12%) - Under 50,000
51 (43%) - 50,000-100,000
29 (25%) - 100,000-150,000
10 (8%) - 150,000-200,000
14 (12%) - over 200,000

2. What classification system does your library currently use?

82 (69%) Library of Congress (79 + 1 comb.w/L-P 2 w/ other local systems)
23 (20%) Dewey (20 +1 w/Lynn-Peterson + 2 local Dewey adaptations)
8 (7%) Union (Pettee) (1 comb. with LC)
5 (4%) Lynn-Peterson (all combinations with various other systems)

3. If you have used other classification systems in the past please check all that apply.

3 Library of Congress
34 Dewey
21 Union (Pettee)
4 Lynn-Peterson
2 Dewey-modified
7 Local Plan
7 Others with 1 each

4. What year did you stop using the classification checked in 3?

Year stopped	LC	Dewey	Union	Other
1940-49	1	3		
1950-59		2	2	
1960-69		8	4	3
1970-79		14	9	4
1980-86		4	8	2

5. Has your library ever attempted or are you now attempting a reclassification project?

59 (50%) - Yes 51 (43%) - No 8 (7%) - no answer

6. If you answered yes to 5, estimate how much of your older classification(s) has been reclassed?

19 (32%) - Less than 25% reclassed
13 (22%) - 25-50%
5 (9%) - 50-75%
22 (37%) - 75-100%

7. Of which of the following bibliographic utilities are you or have you been a member? Check all that apply.

80 (68%) - OCLC (82 joined but 2 switched to RLIN)
4 (3%) - RLIN
2 (2%) - UTLAS (3 joined but 1 dropped after 1 year)
1 (1%) - GRC (Formerly associated with Baker & Taylor)
31 (26%) - None (1 planning to join OCLC in 1987-88)

8. In what year(s) did you join the utility?

Year	OCLC	RLIN	UTLAS	GRC
1967-69	1			
1970-74	10			
1975-79	37	1	1	1
1980-84	21	2		
1985-	14	1	1	

9. How much of your collection from before the first year that you joined (q.8) a bibliographic utility has been added to your utility's database.

53 (61%) - Less than 25%
11 (13%) - 25-50%
8 (9%) - 50-75%
15 (17%) - 75-100%

10. Are you building a local database in machine readable form (either by subscribing to a utility's tape service of your holdings or by entering your holdings yourself into a local computer system)?

69 (59%) - Yes 49 (41%) - No

11. Do you now have a local on-line catalog?

6 (5%) - Yes 112 (95%) - No

12. Do you intend to create a local on-line catalog within 5 years?

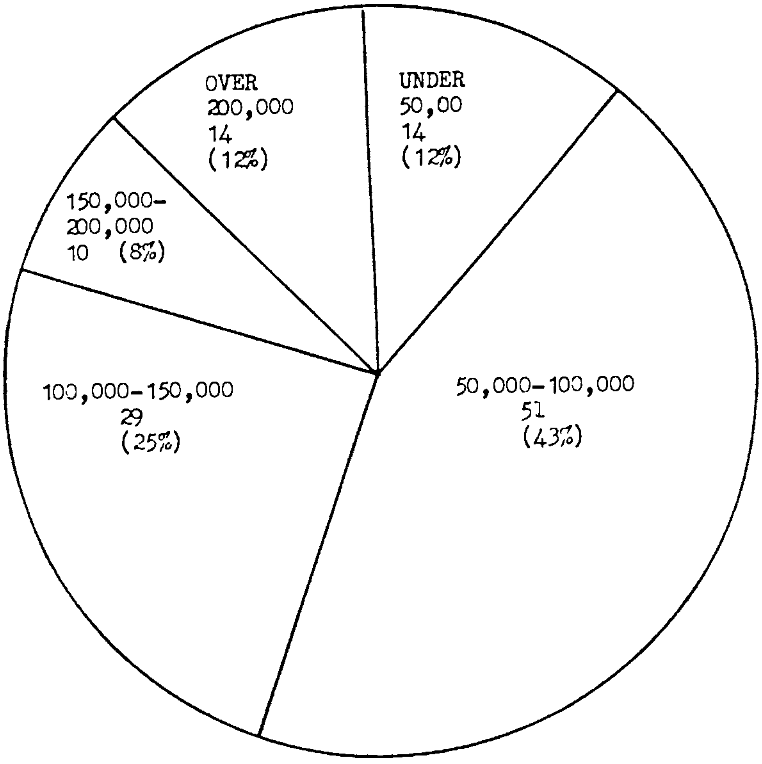
55 (47%) - Yes 42 (36%) - No 6 (5%) Not applicable 15 (13%) Undecided

13. Do you think that your library will have an active card catalog 10 years from now, that is, a card catalog into which all new titles are filed?

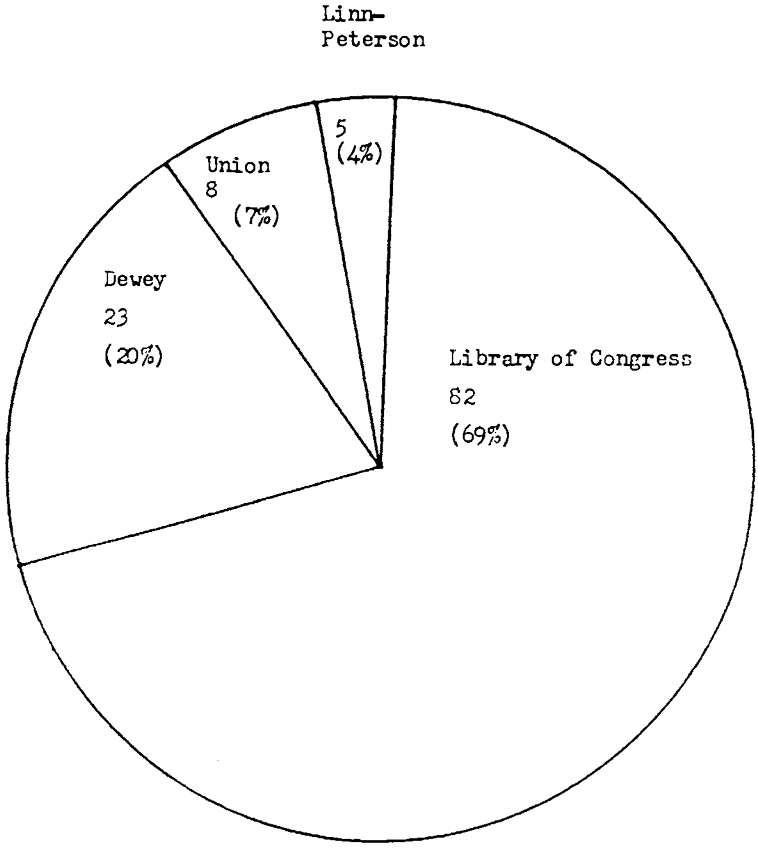
35 (30%) - Yes 70 (59%) - No 13 (11%) No opinion

14. Do you presently use in-house or on-campus computers to generate catalog cards for most of your new acquisitions?

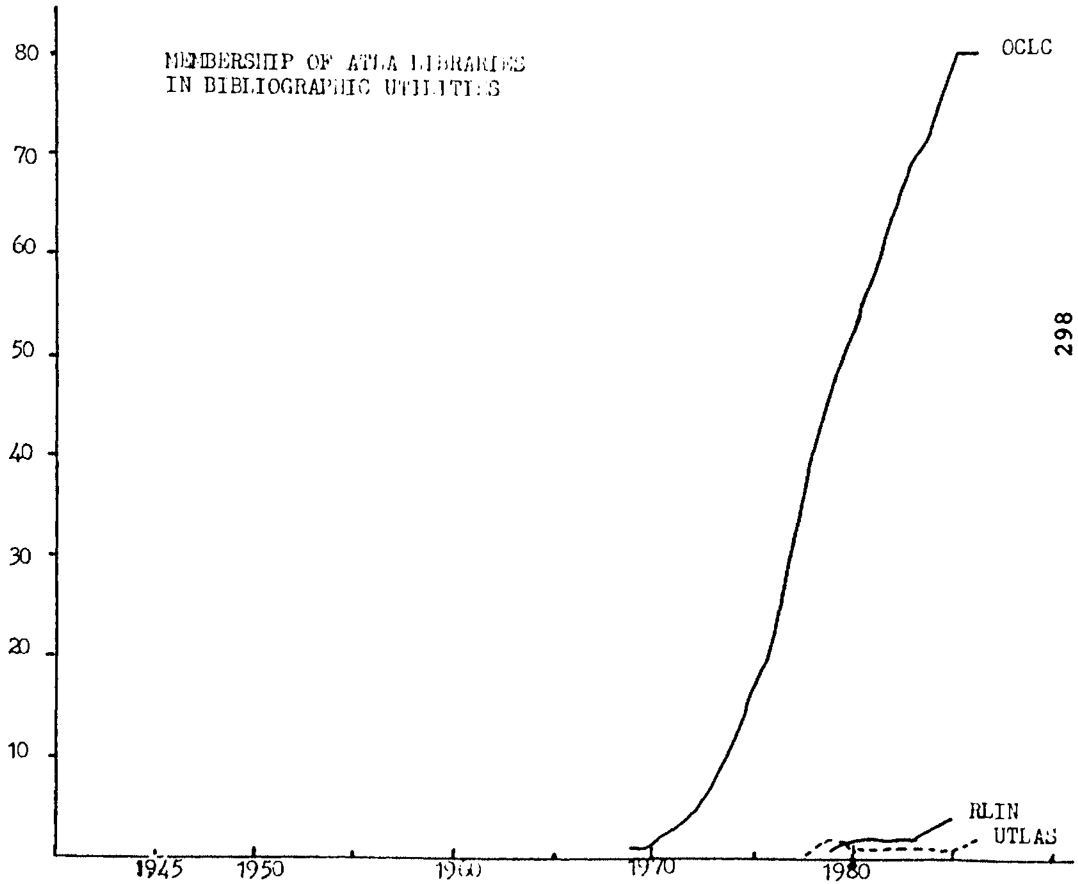
15 (13%) - Yes 100 (87%) - No



SIZE OF ATLA LIBRARIES
(Bound Valumes)



CLASSIFICATION SYSTEMS
CURRENTLY USED BY ATLA
LIBRARIES


MEMBERSHIP OF ATLA LIBRARIES
IN BIBLIOGRAPHIC UTILITIES
80
70
60
50
40
30
20
10
1945
1950
1960
1970
1980
OCLC
RLIN
UTLAS

Collection Evaluation and Development Section Meeting
Reported by Linda Corman

The 1986 business meeting of the ATLA Collection Evaluation and Development Section was convened at 3:45 p.m. on June 17 by Linda Corman, retiring chair of the Collection Evaluation and Development Committee.

As the first item of business arising from the proceedings of the 1985 meeting, Michael Boddy summarized the progress of the Ad Hoc Committee on the North American Theological Collections Inventory (NATI), which was appointed in compliance with a motion passed at the 1985 section meeting, and introduced the other members of the committee--Duncan Brockway, Paul Byrnes, and Caroline Whipple. A planning meeting of the ad hoc committee took place at Drew University, March 10-11, with Jeffrey Gardner from the Association of Research Libraries (ARL) Office of Management Studies in attendance as consultant. Michael Boddy announced Fall 1986 as the target date for distribution of NATI's revised version of the Research Libraries Group (RLG) Conspectus for collection evaluation, which all ATLA libraries will be encouraged to implement during the 1986-1987 academic year. The ad hoc committee was commended in general for their diligence and success in furthering this important project, a significant first step toward the realization of the theological library collection profile recommended in the _Project 2000 Final Report_ as "indispensable for realistic long range resource planning." And more specifically, the section is grateful to the ad hoc committee for the well-attended and useful pre-conference continuing education offering they arranged, "Using the ARL Conspectus for Collection Analysis," and for their careful revisions to achieve a more illuminating level of precision and specificity in the Philosophy and Religion portion of the Conspectus, while retaining compatibility with the original instrument.

James Pakala announced the completion of his _Directory and Profile_ of the section membership, based on information gleaned from a questionnaire survey undertaken in March 1985 and reported in considerable detail last year. Copies of the _Directory and Profile_ were distributed at the meeting and subsequently during the conference.

It was noted that the program to follow the business meeting was developed in response to discussion from the floor last year indicating members' desires for concrete guidance in the production of written collection development policies for their libraries. In preparation, the chair had requested copies of collection policies from all members who had indicated on the Pakala questionnaire that their libraries possessed written policy statements. Those who submitted policies in response were heartily thanked, and all attending were invited to peruse and/or order for their own use copies of any of the twenty examples of ATLA library collection policies now available. Libraries represented by policy statements in the ATLA collection are Baptist Missionary Association Seminary (Jacksonville, Texas), School of Theology at Claremont (Claremont, California), Clear Creek Baptist School (Pineville, Kentucky), Conception Abbey and Seminary (Conception, Missouri), Harvard Divinity School (Cambridge, Massachusetts), Lutheran Theological Seminary (Philadelphia, Pennsylvania), Mary Immaculate Seminary (Northampton, Pennsylvania), Mennonite Brethren Biblical Seminary (Fresno, California), Multnomah School of the Bible (Portland, Oregon), North American Baptist Seminary (Sioux Falls, South Dakota), RLDS Auditorium (Independence, Missouri), Sacred Heart School of Theology (Hales Corners, Wisconsin), St. Mark's Institute of Theology (Canberra, Australia), St. Mary Seminary (Cleveland, Ohio), St. Meinrad School of Theology (St. Meinrad, Indiana), Union Theological Seminary (New York, New York), United Library, Garrett-Evangelical Theological Seminary and Seabury-Western Theological Seminary, (Evanston, Illinois), Vancouver School of Theology (Vancouver, British Columbia), Western Evangelical Seminary (Portland, Oregon), and Wilfrid Laurier University (Waterloo Lutheran Seminary, Waterloo, Ontario).(1)

Once again members were asked for their suggestions and advice regarding the program and activities of the section. After a brief discussion, which included the observation that the workshop on "Purchasing Retrospective Materials" to be led the next day by David Bundy might suggest certain topics for future programs, Roger Loyd received the support of the meeting for his proposal that next year's section program focus on matters arising from the NATI Project.

The retiring member of the committee, James Pakala, and retiring Board Liaison, Peter DeKlerk, were thanked for their energetic service; Channing Jeschke was welcomed as the new committee member and Les Galbraith as the new Board Liaison. Roger Loyd was introduced as incoming chair of the committee for 1986-1987, and the meeting was adjourned to reconvene shortly for the ensuing program.

Notes

1. Copies of these policies will be available through the ATLA Bibliographic Clearinghouse maintained by Sara Myers, Iliff School of Theology. Also of interest is the "Book Selection Policy" produced for Phillips University Graduate Seminary Library by John Sayre, published in Book Selection Policies in American Libraries, edited by Calvin J. Boyer and Nancy L. Eaton (Austin, Texas: Armadillo Press, 1971).

Effective Collection Management Policies: A Panel Discussion

Bruce Eldevik, David Wartfuft, Caroline Whipple
Linda Corman, Chair

Preliminary remarks from the chair were directed toward establishing the significance of the topic of discussion in reference to the expressed need of section members, the impending NATI Project, and ATS accreditation standards (VI.B.2-3), which state that "there shall be a collection development and retention policy," that "an adequate portion of the institutional educational and general budget shall be devoted to the support of the library," and that "adequacy will be evaluated in comparison with other similar institutions, as well as by the library's achievement of its own objectives as defined by its collection development policy."

Based on the twenty sample policies assembled from member theological libraries and the literature of library collection development in general, certain trends were tentatively identified, notably the shift from "selection" or "acquisitions" policies to "collection development" policies to, most recently, "collection management" policies, a change which reflects an increasingly comprehensive approach that embraces such functions as preservation, weeding, institutional cooperation, and the like, in addition to the selection of books according to subject, quality, and budgetary constraints. Also noted was a tendency to engage at greater length in the correlation of specifically defined subject classes with levels of existing and intended collection strength, as required by the RLG Conspectus. (However, the number of different codes used to record this information was as great as the number of policies attempting to do so, a phenomenon that surely argues for the widespread and consistent use of the revised RLG Conspectus to be issued by NATI.) The articulation of the rationale and history of the formulation of the policy itself is also an increasingly frequent feature of formal statements. On the other hand, discussion of institutional and library goals and objectives, a prominent element in most policies, appears to be consuming somewhat less space in more recent documents, though it must certainly still be considered of central importance.

Other elements that appear in most of the ATLA policy statements are the identification of the agent responsible for selection--the librarian-faculty relationship in collection development--and the description of cooperative relationships with other libraries that are relevant to collection management. Policies and procedures for handling gifts, non-print formats, and weeding (or "deselection") appeared in nearly half of the ATLA policies, while statements regarding specific budgetary contingencies, intellectual freedom, preservation, and the provision for revision of the policy were only occasionally included.

Copies of the policies contributed by members of the panel were distributed to those attending the session; these represent a range of theological library sizes and mandates. Panelists were asked to comment on the goals, difficulties, procedures, and politics of formulating such policies, with reference to their own experiences and the strengths and weaknesses that have become apparent in the use of their own written collection policies. Abstracts of the panelists' presentations appear below. It is, I think, appropriate to say that the panelists' very useful and provocative statements, and the discussion engendered by them, ultimately led to some agreement that the implementation of the NATI instrument would yield a sound base upon which most libraries could build collection policies capable of promoting responsible institutional planning for curriculum and research in the context of a clear knowledge of collection strengths and intentions, as well as the implications for acquisitions budgets that these entail. There emerged, perhaps above all else, a sense of urgency about the need to view and develop collection management policies in relation to realistic budgetary expectations. Not surprisingly, the suitability for a small seminary library of the RLF Conspectus, which was designed to assess research collections, was questioned. It was concluded that next year's participation by ATLA libraries of all sizes and foci in the NATI Project will yield a considerable body of expertise and experience to share at ATLA 1987.

Collection Development Policy at North American Baptist Seminary

Abstract of Presentation by Bruce Eldevik

North American Baptist Seminary is one of two denominational seminaries of the North American Baptist Conference. It is a professionally oriented school. Degrees offered, in addition to the M. Div., are: M.A. in counseling, M.A. in Christian Ed., M.A. in Religious Studies and the D.Min. The size of the collection is fairly small--somewhat over 54,000 volumes, including bound periodicals.

The process of writing this collection development policy was initiated during the time the school was undergoing an accreditation self-study in response to the increased emphasis placed on collection development policies in the revised ATS accreditation standards. It helped to do this because the mission and goals of the institution as well as the objectives of the library were fresh in mind. A collection development policy should make explicit the relationship of collection development to the overall goals of the institution, the objectives of the library and the needs of users.

Two areas where the creation of a collection development policy was immediately beneficial were:

1. Maintaining consistency in the selection process
   --Guidelines were set out for making routine decisions
   --Incidences of peaks and valleys in the shape of the collection due to personnel changes were reduced

2. Maintaining standards in the selection process
   --Overall it helped to match acquisitions to the curriculum and to desired levels of strength

Terminology used for levels of collection intensity was taken from ALA's Guidelines for Collection Development, however definitions of those levels were adapted to fit this library. This policy is not therefore directly comparable to other policies based on terminology alone.

Two significant shortcomings of the policy were identified as:

1. No formal evaluation of existing collection strength was done prior to making determinations about current collection intensity

2. Budgetary considerations were not built into the policy. It is not known how adequately the library's budget can support this policy

A library should commit itself to some schedule or interval for consideration of revisions. One of the most challenging aspects of having a collection development policy is keeping it up-to-date.

Other comments:

1. It was not easy to know in what balance to put the prescriptive and descriptive aspects of the policy. Both should be there, but in what proportion

2. It was also difficult to know what to include about collecting with the D.Min. degree in mind. This was not specifically addressed in our policy

Acquisitions Policy at the Claremont School of Theology

Abstract of Presentation by Caroline Becker Whipple

The School of Theology at Claremont is a seminary of the United Methodist Church with the presence on campus of the Disciples Seminary Foundation. Many of the School's faculty hold joint appointments with the Claremont Graduate School, a separate institution, which offers a research doctorate in the Biblical and theological disciplines. The STC Library must serve the seminary students and faculty as well as the research needs of the Claremont Graduate School Department of Religion.

At present the Library does not have a collection development policy as currently understood in the literature. We do, however, have an acquisitions statement derived from an agreement with the Honnold Library of the Claremont Colleges. That agreement gives to the STC Library the responsibility for collecting in the Biblical and theological subject areas and gives to the Honnold Library the responsibility for collecting in most of the other areas traditionally developed by academic libraries. The agreement grants full library privileges at both libraries to the students of the seminary, the Claremont colleges, and the Graduate School. The acquisitions policy of the STC simply repeats the STC-assigned areas with minor modifications.

Because the acquisitions statement generalizes about subject areas rather than covering them specifically as the best collection development statements do, it was easy to administer. At STC, the Library Director is in charge of most book selection, and the budget for book purchases is not subdivided by departments or subject areas. The result is that the director has great latitude in deciding what materials are placed in the collection, and what materials, if any, are withdrawn from the collection. The director must, of course, be able to gain faculty confidence and satisfy its research and curricular needs to the extent allowable by the budget. Winthin these limits the director has a free hand with collection devlopment. For one who has gained faculty and staff confidence, it is an easy life with little incentive (prior to the new ATS standards for libraries) to rewrite the policy.

The rude shock of a budget cut for book purchases two years ago forced us to rethink our statement. At the request of the Library Committee, the director drew up a lengthy document to explain to the faculty, administration, and Board of Trustees the impact of the cuts on the library's collection. Because we had only our acquisitions statement with which to work, it was difficult to show specifically how library budgets affected the academic program. We were forced to resort to generalizations about the goals of the library and to make explanations about the nature and necessity of standing orders, approval programs, and past encumbrances, many of which were in danger of cancellation because of the cuts. Our document was widely praised by faculty who learned something about the complexities of library collecting procedures, but it was ineffective in detailing where and how the cuts would affect the school's curriculum and its research needs.

As a result of this experience, we have come to endorse the idea of a collection development policy derived from the Inventory document prepared for the North American Theological Inventory to be launched this year. Based on the Research Libraries Group (RLG) Conspectus, the Inventory will provide a much more refined and subdivided listing of theological subject areas. It will then, using special procedures, measure each library's "existing collection strength" and its "current collecting intensities." Theological libraries will be able to compare their current collecting practices with their existing collections and with those of other theological libraries. Most importantly they will be able to illustrate concretely the areas of their libraries' strengths and weaknesses and to tie their schools' collecting policies directly into their academic policies and academic goals. The result of working through the Inventory should provide a picture of a library's collection which makes concrete to faculties, administrators, and Boards of Trustees how closely the existing library collection and its current development are meeting stated policies and goals.

Publications Section Meeting
Reported by Norma S. Goertzen

The meeting of the Publications Section of ATLA was convened at 3:30 p.m. on Tuesday, June 17, by Ellis O'Neal, chair of the Publications Committee.

Mary R. Bishoff, ATLA Program Committee member, solicited ideas for future ATLA programs from the section members. Suggestions for speakers, continuing education, workshops, etc. are all welcome.

Cynthia G. Runyon, Grants Officer ATLA Publications Committee, outlined the grants program which is designed to encourage the compilation of bibliographies in the field of religion. ATLA members were encouraged to apply.

Betty O'Brien, Editor of the *Proceedings*, projected a publication date of January 1987. Special features for the 40th edition, such as a cumulative index, were described.

Betty O'Brien, Editor of the *Basic Bibliographies in Religion Series*, reported that four bibliographies for this series are ready for publication and will be available next year from Westminster Press.

Kenneth Rowe, editor, reported briefly on the two ATLA series published by Scarecrow Press. There are 22 titles in the *Monograph Series* and 16 titles in the *Bibliography Series*.

Keith Crim, Editorial Director of Westminster Press, addressed the section on theological publishing. Mr. Crim's presentation included information on the new ATLA *Basic Bibliographies in Religion Series*, the complexities of religious publishing, economic and ideological pressures, publications designed to support the needs of theological education, and the profile of Westminster Press that is in part shaped by its parent denomination.

Discussion followed Mr. Crim's presentation. The more salient topics raised included the quality of current writing, the move to less scholarly publishing, physical life expectancy of a book, and academic areas in which there is little quality and/or affordable materials available.

Religious Book Publishing and Theological Education

by
Keith R. Crim
Editorial Director, Westminster Press
(as summarized by the author)

1. To state the obvious, there is a vital link between religious book publishing and theological education. Publishers supply the books, audio and video tapes, computer software, and other basic tools of theological education, and seminaries constitute one of the most significant markets for publishers.

2. Theological seminaries and graduate and undergraduate schools and departments of religion are home to many of the most creative people who write the books we publish. Publishers encourage faculty members to do research and to write books; much of this activity brings the faculty extra income--sometimes in sizeable amounts and often it leads directly to tenure, promotion, and some degree of renown.

3. Religious publishing is a diverse industry. I work for a church-owned publishing house, one of thirty or so that belong to the Protestant Church-Owned Publishers Association. Significant books are created each year in large numbers by university presses, privately owned religious publishing houses, houses belonging to Catholic religious orders, and general secular publishers. We are all competing for a share of a stable market that sometimes moves in strange directions. Publishers of religious books sometimes lose money, curtail operations, or even go out of business. Sometimes they are highly successful.

4. Religious publishing is subject to both economic and ideological pressures. Fluctuations in the cost of services and materials affect the retail price of books and may price a book out of the market. Changes in the religious climate, denominational disputes or mergers, new trends or fads in society at large give publishers exciting opportunities, or leave them with a moribund backlist and an overcrowded warehouse.

5. Religious publishers intentionally publish for the seminary and school of religion market. My editorial colleagues and I try to visit campuses on a regular basis to talk to faculty about their plans for writing and about their textbook needs. The annual meeting of the AAR, SBL, and smaller professional organizations is one of our busiest times.

6. Religious book publishing is an international enterprise. Most of us regularly copublish with British publishers. We try to place our books with a British partner, and the competition is brisk for the right to publish the American edition of outstanding books that originate in Britain. Much the same is true of dealings with publishers in France, Switzerland, Germany, the Netherlands, and other countries as we seek to bring to our constituency, in English translation, significant works in other languages.

7. Each publishing house has a list that differs from those of all other publishers. None of us can do everything, so we learn to specialize in certain areas. This gives each house a profile that is easily recognized by the wholesale and retail book trade.

8. Church owned publishing houses have specific responsibilities to the parent denomination. In some cases, this results in tight control by the denomination. In almost every case this results in assured income for the publishing house, income which makes it possible to experiment with important books that might not be profitable.

The Reader Services Section Meeting
Reported by Christine Wenderoth

The Reader Services Section met on Tuesday, June 17, 1986. The following matters were discussed:

Diane Choquette reported on the progress she has made this year on the Special Collections Directory. The directory has gotten stalled, and Diane felt the need for a directory sub-committee to be formed. It also seemed that the section needs to check with efforts underway in other sections to make sure we are not duplicating work. Accordingly, Cynthia Crouch of Emory and Judith Clarence of G.T.U. volunteered to be on the sub-committee; and we agreed to contact Russ Pollard of Bibliographic Systems and David Bundy of Collection Development to coordinate all our directory efforts.

A lively discussion ensued regarding the future goals and activities of the section. Out of the discussion it was agreed to pursue a program for the 1987 section meeting to include (1) one or two days of a RSS pre-conference workshop involving hands-on experience of search RIO, via BRS or Dialog, followed by (2) a panel discussion during the program portion of the section meeting on the search problems RIO users encounter and the impact of computer data bases on the delivery of reference services. Special care will be made to include a representative from an institution that does not subscribe to RIO on-line.

The final draft of the statement, "The Nature and Aims of the Reader Services Section of the ATLA: An Official Statement" was distributed by Norman Anderson. This statement was submitted to the board of ATLA for adoption and the drafting sub-committee dissolved, having completed their work.

The section meeting concluded with the presentation of a paper entitled "Computers and Religious Research," by Parker Rossman. There was a question and answer session which followed the paper.

After three years of service, John Dickason is stepping down from the Reader Services Committee; Diane Choquette has been named Board Liaison for the committee and therefore leaves the committee; William Hair was named to replace John Dickason; Norman Anderson will complete Diane Choquette's term. Christine Wenderoth continues on the Committee as Chair.

Computers and Religious Research: *Fish Imagining Fire*

by
Parker Rossman

In preparation for my book, *Computers: Bridges to the Future*, which has chapters on the potential of forthcoming fifth generation computers in church colleges, theological schools, and research, I interviewed theological school faculty in various disciplines. They were not very helpful. One theologian insisted that computers could make about as much contribution to the spiritual life as an adding machine. Another said that the computer would make no more of a contribution to religious research than the typewriter.

In a sense, of course, both are right. The contribution of the machine is not more significant than the creativity and imagination of the human being that uses it. Yet the computer is like no other tool we have ever had in the way it can inter-connect and empower minds for research.

We are now so accustomed to the bulldozer that we forget how astonished our great-grandfathers would have been at seeing one man move a mountain. Yet most of us are unprepared for intellectual bulldozers that begin to empower the mind as the bulldozer empowers the hand.

Seymour Papert, in his charming book on computers in education, *Mindstorms: Children, Computers, and Powerful Ideas*, (Basic Books, 1980) points out that before the end of the century children will have toys with as much power as those million dollar computers the Pentagon has been using.

However, the issue is not what computers can do, but what people can do with them; and especially for us today, what religous researchers can do with them.

In an address given as Chancellor of his University, Arthur C. Clarke said that new computer instruments--sooner than librarians expect--are going to empower scholars in the mountains of Asia and in the bush of Africa, as well as at the great western universities. He said that few of us are able to imagine what we can do with these mind machines because we have never had anything like them. We are like fish deep in the ocean, trying to imagine fire.

Let me begin by stating several theses.

1. Computers are beginning to make it possible for religiousresearchers to do faster, more efficiently, and more creatively, the kinds of research they have been trying to do.

2. More powerful fifth generation computer tools are beginning to appear which will make it possible for researchers to do things that have never been done before, especially to take on research projects with greater depth and scope, tackling problems which hitherto have been impossible.

3. Researchers will be required to take much more initiative in desighing their own computer tools, especially software. Full use of the potential of computers cannot be made unless the components are put together in unique ways adapted for the particular task.

One reason why most of us do not have much appreciation for the exciting role computers can play in religious research is that we are not yet creating the tools. To do this, we will be required to think through what we are doing step by step, with more care than has ever been done before.

Designing Exciting New Tools

Most people in education and religion are still trying to adapt and use computer instruments that were designed for business. Fortunately, some people are seeing that a computer can be uniquely designed for a particular purpose.

While we were in the Philippines we visited a Japanese Bible translator who lived up on the top of a mountain with a tribe of people whose language had never been written down. This Japanese Christian was very resourceful. He had solar power to create the electricity he needed. There were no telephones, but he had a HAM radio for communication with Manila and Tokyo. The missionary organization which employed him was not content to use a computer designed for other businesses, but had created the kind of tools needed in the jungle.

The computer lab at Central Philippines University had to be air-conditioned or the computers would not work in the heat and humidity. The missionary translators went to the leading manufacturers of computer components, took one piece here and one there, until they created a portable battery-powered computer that could be used in the steamy heat of the jungle.

Many of the young people in Sillicon valley--who helped them create this specialized tool--were delighted to help, not because they were religious or interested in missions; but because they were intrigued by anyone who was creative enough to see that special kinds of computer tools must be designed for each scholarly task.

Such missionary work with computers illustrates some of the most important uses of computers in current religious research. The computer helps in the translation of the Bible into a new language by speeding up the process of recording, indexing, and sorting out thousands of syllables and possible meanings of words. As it does it, the computer also automatically creates the first dictionary of a language. It enables scholars to do in weeks what formerly took years and to be much more creative in finding precisely the right word.

If you have kept up with the computer *Biblical Scholars Newsletter* or the use of computers in theological research by Professor David Lochhead at the University of Vancouver, British Columbia, you are aware of the precision and excellence that a computer can bring to the task of authenticating a text, restoring an ancient manuscript, deciphering meanings, and comparing every word and phrase with every other known copy of the manuscript.

Fifth Generation Tools

Perhaps the most significant thing about the computer for religious research is the way it interconnects other tools. We used to talk about tools in the office: the typewriter, adding machine, telephone, filing cabinet, books, photo copy machines, and so forth. But now the computer connects all these, empowering them so that the office itself becomes a comprehensive tool with astonishing new power and efficiency.

Computers are also beginning to empower libraries to become comprehensive tools, as suggested in my article on "The Coming Great Electronic Encyclopedia." Some day we will have a comprehensive electronic index of all of the materials in all of the world's libraries. Sometime in the next century all of the world's libraries will become one great research consortium.

Such a "global scale tool" can help empower research on a scale we cannot yet even imagine. We have been moving step by step in that direction. Think of the telephone, an important research tool for many scholars. We can now dial any of a hundred million telephones in almost any country on earth. Any scholar, any librarian, even any amateur, can use the phone to call half-way around the earth to check a reference or to send a document via telex. The whole telephone system, like the whole library system, thus becomes a tool with amazing power and potential.

With computers, the telephone system and the library system are combined with satellites, television, and expert system software to create global-scale tools.

Let me pause to expain the phrase "fifth generation computer" if it is new to you. First generation computers were room-sized and used vacuum tools. The second generation were filing cabinet sized with transisters instead of vacuum tubes. The third generation were desk-top sized with integrated circuits.

We might get a better picture of research capability, however, by thinking of transportation. First generation would be walking; second generation, riding a horse; third generation, driving the automobile; fourth generation, riding the airplane; and fifth generation, using space travel launching humanity into something entirely new. People are going places and doing things never possible before. Fifth generation computer tools are beginning to make it possible for scholars to do what they have never been able to do before.

The religious research and spiritual empowerment which humanity desperately needs to save us from nuclear war may well require religious researchers to mount cooperative research on the scale of the present space program. Perhaps in the next century, not only will the world's theological libraries be united in one global consortium, but the world's theological faculties will design and work together on vast cooperative research projects in each field of study.

But let us come down out of the clouds. Fifth generation computer tools are coming into existence now. I described some of their capabilities in Computers: Bridges to the Future:

> Fifth generation computer tools for scholarship are increasingly as easy to use as the telephone. They can include expert systems to replicate what specialist do. These tools will make it possible for computers to do routine scholarly work so that the minds of scholars can be freed for more creative thought. They can make possible special

electronic environments for research with the library at one's fingertips as part of this environment. They will require new kinds of theological librarians, people who will be at the heart of the research process and who by default may determine the future shape of religious thought.

Richard Byrne, of the Annenberg School of Communications at the University of Southern California, points out that one prerequisite to exciting new learning can be the openness that comes from not knowing what the impact of computers may be. The connections are just beginning to form and this process is analogous to the gradual awakening of intelligence in a baby's brain as more and more nerves get interconnected. Religious researchers are going to be venturing forth like Abraham--or Columbus--probably ending up somewhere they did not know they wanted to go.

Computers, even before the arrival of the fifth generation, are being used to build updated models of the human brain, to study pattern formation and fortell the outcomes of shifting social systems, to discover that math, music, and mysticism are closely entwined, and soon they will be used to explore mental processes in ways only hinted at in Hofstadter's Godel, Escher, Back. The question becomes: if it is possible to create tools to do any kind of religious research we want, what do we want?

Creating a New Future for Religious Research

Religious research, in the past, has tended to be limited by what we know, what we can learn from those we meet--including instructors, what materials we have or are available to us in libraries, and what limited data we could obtain through personal observation. Let me illustrate how that is changing.

I belong to the World Future Society which publishes The Futurist and which every other year sponsors a global conference. Thousands of young scientists, engineers, educators, and political and religious leaders come.

In November 1985, I proposed to the Future Society that I'd like to do a session at the July 1986 convention on the use of global-scale computer tools in waging peace. I proposed inviting the Japanese simulation expert, Utsumi, who has shown how--within reasonable cost--hundreds and thousands of personal computers in many countries can be combined to play peace games on the scale of Pentagon war games.

The World Future Society accepted my proposal, indeed found it so interesting that they suggested expanding it into several major evening sessions. The question was how to do the necessary research to explain and demonstrate how fifth generation computer tools can make research possible on a larger scale than ever before.

Utsumi and I set about to use "collective intelligence," the drawing together of many scholars and researchers via computer conferencing and data banks. Utsumi opened a computer conference on the EIES network, which is centered at the New Jersey Institute of Technology. Started originally for military work, EIES is now also used for many educational and religious conferences.

Utsumi opened "a notebook" in which he described what we were doing, described our credentials and our project, and invited anyone on the computer network to make suggestions.

Utsumi's computer research opened up unexpected possibilities, things that otherwise might have taken years to occur. For example, the creators of the space center at the Vancouver World's Fair said that they would like to be involved since they were planning on having students at the center play peace games. Also via the computer network, we heard from the research director of the American Arbitration Association about his involvement with computer-assisted negotiation and the use of computers in the United Nations "Law of the Sea" conferences. We got encouragement from the Soviet Mission to the United Nations, from the computer peace network, and from people on EIES in other countries.

The one little session we had proposed has turned into five sessions demonstrating the use of global scale research computer tools. A United Nations economist is proposing a crisis which might lead towar and experts in New York and Japan will negotiate during the sessions, using the FUGI computer model in Tokyo--itself a global tool--to resolve the crisis. Audiences in Tokyo, New York, and Vancouver will attend the sessions via the EIES computer network and slow scan TV.

Tools to Manage Complexity

Complexity is also a problem in religious research, for in one way or another religion involves everything. A theologian ought to know development in science or at least, the challenges to religion which may be involved in new discoveries about creation. I think we are in a rather sterile era in theology precisely because no one theologian can cope with so much complexity. Each one undertakes some little bit of research or personal interest and pursues it in isolation from what is going on in the rest of human learning.

I am not being critical only of religious researchers. The same is true in all research today. In the past historians could know all of human history well enough to take an overview. Now it would take a bank of inter-connected computers to bring together what individual historians are learning.

The really large scale religious research--adequate to cope with the tremendous problems of complex modern life--will require "collective research," bringing many minds together. That is possible only through computer organized research and complex computer data banks.

Religious scholars are now at the beginning of the most important research project in history, one which must sooner or later involve every school and every scholar. It is the computerizing, indexing, and organizing of all religious knowledge for the religious section of the world's "coming great electronic encyclopedia." The slowness of theological schools and church colleges to see the significance of research already underway means that much of it is being done by secular scholars who are determining the future shape of religious thought in ways that may have seriously negative results for the church.

The Electronic Library: Books and Libraries Come Alive

The Oxford English Dictionary--like many encyclopedias--is now on line and henceforth will be daily revised and always kept up to date. Soon textbooks and research documents will be revised daily, at least the leading authoritative books in each discipline. Fifty percent of books are now being submitted to publishers on computer diskettes and it will be ninety percent as soon as the electronic standards of the Association of American Publishers are approved. This means a new kind of book, one which stays alive, grows, changes, and takes account of each new question and challenge.

The foundation underneath libraries is going to be, indeed already is becoming, the computerized data bank. When an ancient biblical manuscript is put into a computer data bank, every word, every phrase, every idea can be automatically indexed and cross-indexed. Scholars at the University of California, Irvine, are putting all ancient Greek manuscripts into computer data banks. The financing and organizing of such a project happened because David Packard, an heir to the Hewlett-Packardcomputer firm, began Ph.D. studies in ancient Greek literature.

Jewish scholars are getting all significant Hebrew documents on line. Five thousand volumes of rabbical opinions, "the cumulative weight of Jewish case law," have been computerized. David Lochhead has been putting on line all of the scripture citations used by major theologians.

A Computer Specially Designed for Biblical Languages

There now is a computer--with software and printer--which illustrates the kind of tool which scholars must design to meet their unique needs. IBYCUS is the name given to a computer program which analyzes, compares, and even reconstructs texts in a whole range of ancient languages. It quickly answers questions about word choice, grammatical construction, rhyme, meter, and sound. It can read Greek and Hebrew and can make a comparative analysis of texts from various sources.

As a result, classicists, freed from scholarly chores, are ten years ahead of other scholars in the humanities in their use of computers. A University of Pennsylvania project used IBYCUS to correlate two-thousand known ancient Greek manuscripts of biblical writing in Hebrew. These manuscripts have roughly one million significant differences within them. IBYCUS can line up each word of the original Hebrew with any translation of it and at the same time list all of the versions that agree or disagree.

Where next? Who, if not librarians, are going to help religious researchers decide what they need to do and what tools they need to use? A library data base is a record of facts. A computerized data base becomes an organization of knowledge.

Computer tools may not only change the way religious scholars do research but may also change the shape of religious thought. Library computers may well become the space platforms from which religious thought and research are propelled into a new age.

Today's Student is Tomorrow's Researcher

We are not, of course, talking about computers replacing the human mind. As computers take over more and more of the intellectual chores that have burdened the human mind, there can be more opportunity for creativity. I once took a course for which I memorized the names of all of the popes across twenty centuries. The energy and mental space which students have given to memorizing facts like than can, in the future, be devoted to more important thought, to "grand design." Computer tools can expand the creativity of individuals for computers are tools which sort out, index, organize, coordinate, and connect.

The New York Times reported in May 1986, that nearly every Yale student now uses computers. Like professors, a high percentage of the students are simply using them for word processing. Some, however, are taking portable computers to class for taking notes and for re-organizing their notes to fit into their own computer data banks.

How I wish now that I had everything I have written and seriously studied--my class notes, reading notes, idea journals, lectures and articles, sermons and book manuscripts, important correspondence, my own personal indexes in the backs of books--cross-indexed in computer banks.

I envy young students now who can create and use tools which, from the beginning of their careers, can greatly enhance the way they retain, organize, and use thought. Their thinking, especially collaborative thought with others, can provide a richer, deeper, broader, and more comprehensive over-view of what God is doing in history.

Surely fifth generation brain tools, with their potential for empowering intellectual work of individuals and groups, can significantly enlarge the range and effectiveness of religious research.

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World Future Society, 4916 St. Elmo Avenue, Bethesda, MD 20814.

DENOMINATIONAL MEETING SUMMARIES AND DIRECTORY

Anglican Librarians

Contact Person: James Dunkly
Episcopal Divinity School
99 Brattle Street
Cambridge, MA 02138
(617) 368-3450

Newland Smith reported on his progress in indexing The Living Church; volume 18 is under way. He is arranging the microfilming of volumes 1-10 and will report on costs as they emerge.

Harold Booher reported that national Episcopal Church archives are being filmed by the archives in Austin. The archives collection includes paper copies of diocesan newsletters and journals (as many as can conveniently be obtained), but there is no filming of those records being done at Austin. Diocesan filming and archives are not coordinated nationally in the United States. Sewanee and Austin remain two important collections of paper copies of diocesan journals and newsletters.

Linda Corman reported that there is national coordination of archives in Canada and that some filming is being done; the Anglican Church of Canada's archives in Toronto should be consulted for information.

Channing Jeschke described his project to collect African church periodicals, paying special attention to Anglican materials. He asked that holdings be reported to Emory of whatever other libraries plan to keep and asked that any discarded material be sent to him. Emory will report further to the group on how it can help in the project, and Newland Smith will work with Emory in providing information about companion dioceses in Africa for which United States contacts might be readily available. The group agreed to consider other areas of the world in which Anglican materials are not currently being collected comprehensively by North American Libraries. Channing Jeschke also agreed to provide a short list of African titles that North American theological libraries, and Anglican ones in particular, might wish to have locally.

Dig Chinn reported on the acquisition by St. Thomas University, Denver, of a 15,000 volume collection of Anglicana and related material; cataloging records will be entered into OCLC.

Baptist Librarians

Contact Person: Tom Gilbert
Eastern Baptist Theological Seminary
Lancaster and City Line Avenues
Philadelphia, PA 19151
(215) 896-5000

Campbell-Stone Librarians

Contact Person: David I. McWhirter
1101 19th Avenue, South
Nashville, TN 37212
(615) 327-1444

The Campbell-Stone librarians had a productive meeting at the 1986 ATLA conference. They explored the possibility of becoming a "User group" on OCLC for Disciple literature. Most of the libraries attending are already members of OCLC.

The 1988 ATLA conference was discussed since there will be a celebration during that year of the bicentennial of Alexander Campbell's birth throughout the United States. The group decided to ask the Program Committee of ATLA to invite a speaker to highlight the life and contributions of Campbell. Phil Dare of Lexington Theological Seminary will coordinate the event.

News of the institutions represented was shared along with a discussion of Campbell-Stone material needed to be microfilmed.

Catholic Librarians

Contact Person: The Reverend J. R. Vandegrift, O.P.
Dominican College Library
487 Michigan Avenue, N.E.
Washington, DC 20017

Nineteen librarians attended the Catholic meeting. During the opening meeting on June 18, several problem areas surfaced where it was felt Catholic libraries of ATLA would benefit from cooperation among themselves:

1. Cataloging
   a. Uniform titles for Catholic liturgical works, both pre- and post- Vatican II.
   b. Personal name headings for 18th and 19th century authors not in the Name Authority File maintained by LC.

2. Subject headings where LCSH is inadequate
   a. Canon Law
   b. Thomas Aquinas
   c. Sacraments

3. LC Classification
   a. Canon Law
   b. Thomas Aquinas

Jan Boyle (CTU, Chicago) is working on a manual of guidelines following LC praxis for determining uniform titles for post-Vatican liturgical works. She is willing to mail a copy to those who request it before the next meeting at cost.

At a second session on June 19th, several libraries appeared to respond favorably to the suggestion of sharing acquisitions lists. The suggestion was made that perhaps some library would be willing to act as a clearing house or distribution center for these. The idea will be raised at the next meeting, should anyone be willing to volunteer. As an alternative in the meantime, Dig Chinn (St. Thomas, Denver) will type and send sets of mailing labels of those libraries present at the meeting so each could send their lists to others (you may send them monthly, quarterly, or as often as would be convenient). It was felt that this exchange would facilitate collection development, regional cooperation and act as a way of keeping in touch.

As a result of many of these cooperative efforts, it was felt that there should be some assistance to defray the cost of postage, printing, etc. Therefore, if each Catholic library would send $5 to: Kathy

Jastrab, Leo Dehon Library, Sacred Heart School of Theology, PO Box 429, Hales Corners, WI 53130-0429, it will help with the printing of minutes, labels, lists, postage, etc.

The following comments on Catholic Subject Headings, prepared by Matthew Rzeczkowski, O.P., is presented here as an addition to this report.

Catholic Subject Headings at Theological Libraries

At the 1985 ATLA conference, W. Thomas Nichol described his research in comparing the fifth edition of Catholic Subject Headings with the ninth edition of Library of Congress Subject Headings. About 60% of the headings in CSH could also be found in LCSH; another 28% were proper nouns. Thus, only about 12% of the CSH headings were noticeably different.

I obtained a copy of his study and went through his tables of CSH headings. I listed the headings I thought would be of significance in a Catholic library, either because they differed in meaning from the nearest LC headings or because they represented well established Catholic terminology, and came up with a list of 60 headings. I then checked these headings against the Josephinum card catalog (where CSH had been in use for decades). Under 26 of these headings, I found no cards at all; 7 more were represented by one card only. The 27 CSH headings that did appear more than once were as follows:

Anointing of the Sick
Blessings
Canon of the Mass
Communion, Frequent
Communion, Holy
Contemplative Life
Contrition
*Dogmatic Theology
*Eucharist
Feasts, Ecclesiastical
Gifts of the Holy Spirit
*God--Existence
Holy Orders
Holy See
Immaculate Heart of Mary
*Liturgy
Marriage Instruction & Study
Marriage Instructions
*Monasticism
*Moral Theology
Offices, Ecclesiastical
*Religious Life
*Religious Orders
Symbolism, Christian
Trusteeism
Unbelief
Virtues, Moral

The eight marked with an asterisk were represented by more than 20 cards at the Josephinum. These plus Anointing of the Sick were the only ones used in the course of 1984.

This survey brought me to the conclusion that the subject heading needs of Catholic seminary libraries as a group are not that distinctive. Because of subject strengths, individual libraries will always want to supplement LCSH, and Catholic libraries may make a handful of exceptions to LCSH, but we can confidently join in on any ATLA project that will enhance subject heading access to the field of theology.

Lutheran Librarians

Contact Person: Richard Mintel
Trinity Lutheran Theological Seminary
2199 E. Main Street
Columbus, OH 43209
(614) 235-4169

Methodist Librarians Fellowship

Contact Person: Roger Loyd, President
Perkins School of Theology
Southern Methodist University
Dallas, TX 75275
(214) 692-3483

President Roger Loyd welcomed the 23 persons attending the annual meeting of the Methodist Librarians' Fellowship on Wednesday afternoon, June 18, 1986.

Kenneth Rowe and Michael Boddy reported progress on their respective projects: A Checklist of Non-United Methodist, Methodist Periodical Titles (Union List of Methodist Serials, Part II) and the multi-volume Non-Serial, Pre-1956 Methodist Imprints. Grant renewals to Rowe ($500) and Boddy ($100) for their bibliographic work were approved.

The United Methodist Reporter, national edition, for the years 1981-1985, has been microfilmed and is available for purchase from TREN. A committee was appointed to suggest ways of financing and controlling the microfilming of past and future years and of the many regional editions.

A committee has been at work revising, updating and bringing into uniformity the BY classification scheme, which is used by several institutions for detailed classification of Methodist materials.

Collection of 1986/1987 dues will be moved back from spring 1987 to fall 1986 to coincide with the beginning of the fiscal/academic year. This pattern will be continued in the future.

Presbyterian/Reformed Library Association

Contact Person: John R. Muether
Westminster Theological Seminary
PO Box 27009
Philadelphia, PA 19118

The Presbyterian/Reformed Library Association met during the ATLA conference at Rockhurst College, Kansas City, MO, on June 19, 1986. Twenty six person were present.

The meeting was called to order by the President, Sharon Taylor, at 3:30 p.m. Minutes from the 1985 meeting were reported as each member was introduced.

Tom Reid reported that a new history of Reformed Presbyterian Theological Seminary, entitled Spare No Exertions, is now available. He also informed the group of a new periodical, The Reformed Theological Journal, published by the Reformed Theological College of Belfast, Ireland.

PRESBYNET, a new online bulletin board for Presbyterian ministers, was discussed. Several members described their participation in the network.

Several members mentioned their use of Bib-Base software programs in technical services. Biblical, Princeton, and Yale are among the new users of the software.

John Trotti apprised the group of the progress of his documentation of world Presbyterianism. He asked participants to keep him informed on the progress of their assignments.

The meeting concluded with the election of Jim Pakala as Vice-President/President elect for 1986/87.

United Church of Christ Librarians

Contact Person: Oscar Burdick
Graduate Theological Union Library
2400 Ridge Road
Berkeley, CA 94709

Two persons attended the meeting. The Pacific is being microfilmed by the Graduate Theological Union Library. Some United Church of Christ records at Lancaster Theological Seminary are being microfilmed by the Church of Jesus Christ of Latter Day Saints.

INTEREST GROUPS

Report of the ATLA Microcomputer Users' Group

This first meeting of a Microcomputer Users' Group arose out of interest expressed at the 1985 Conference at Drew University. The names of those interested in the group were collected at that conference and later solicited through the ATLA Newsletter. In January, a questionnaire was sent to all those who responded (approximately 50 in number) in order to collect information on their concerns. The results of that questionnaire were used to compile a directory of the group, and a report regarding the type and scope of the concerns represented.

The report was used as a basis of discussion on the organization and purpose of the group. Two facts were of central importance to the discussion:

1. The potential for application of microcomputer technology cuts across the traditional divisions of interest represented by the structure of ATLA;

2. There is great diversity represented in the group in terms of experience, expertise, equipment, software, and applications being used.

In light of these facts, the consensus of those present was that the Microcomputer Users' Group should act to facilitate the exchange of information regarding microcomputer technology and its use within ATLA. In particular the group should act to:

1. Make use of the ATLA Newsletter for the publication of information of interest to ATLA microcomputer users,

2. Assist in addressing the concerns of microcomputer users at future ATLA conferences,

3. Facilitate contacts between ATLA members with similar concerns regarding microcomputers,

4. Investigate the use of computer-based bulletin boards and electronic mail systems for ATLA members.

The responsibility for coordinating these activities rests with the group's convener, who will be selected at the conference meeting. Duane Harbin volunteered to be the convener for the 1987 conference, and was accepted by the group.

The balance of the meeting was spent sharing information about the activities related to microcomputers of those present.

Duane Harbin
Convener and Recorder

RLIN User Group

The RLIN discussion group met in Room 307, Sedgewick Hall at 3:30 p.m., June 19. Eight persons were present representing five libraries and CLASS.

A question was raised concerning the possibility of a cooperative cataloging agreement for the cataloging of theological series which LC does not acquire and catalog. After discussion it was agreed that Jim Else and Oscar Burdick would consult with John Baker-Batsel. If he agreed, a proposal would be made to the RLIN member libraries for cooperative cataloging of selected series.

There was some discussion of the use made by the various libraries of the Fuller Record Notification system on RLIN. When should it be used? How successful is it?

There is also concern about quality control of cataloging records when libraries begin to use Online Public Access Catalogs. How will libraries find errors when cards for catalogs are no longer produced and filed? Some libraries reported the use of the FINd Adds command late in the day. It was pointed out that this could not be used when inputting goes on late in the day. The use of the SAVe mode has been used to proofread prior to production of catalog cards. There seemed to be no ideal method available within the group.

Within the group there was some question about an RLG Program Group in Religion. Discussion brought out the feeling that there should probably be such a group. The consensus of the group was that the members of the group should ask their Library Directors to explore the possibilities. Steve Brewster suggested Pat McClung as contact person at RLG.

James P. Else
Convenor

American Theological Library Association

Certificate of Incorporation

We the undersigned, natural persons of the age of twenty-one years or more acting as the incorporators of a corporation under the General Corporation Law of the State of Delaware, adopt the following Articles of Incorporation for such corporation:

I

The name of the Corporation is: American Theological Library Association.

II

The period of its duration is perpetual.

III

The address of the Corporation's registered office is 100 West 10th Street, New Castle County, Wilmington, Delaware 19801, and the name of the Corporation's registered agent at such address is The Corporation Trust Company.

IV

The purposes for which the Corporation is organized are:

To bring its Members into closer working relationship with each other, to support theological and religious librarianship, to improve theological libraries, and to interpret the role of such libraries in theological education by developing and implementing standards of library service, promoting research and experimental projects, encouraging cooperative programs that make resources more available, publishing and disseminating literature and research tools and aids, cooperating with organizations having similar aims and otherwise supporting and aiding theological education.

V

For the accomplishment of its foregoing purposes, the Corporation shall have the following powers:

To have perpetual succession by its corporate name;

To sue and be sued in all courts and to participate as a party or otherwise in any judicial, administrative or arbitrative or other proceeding in its corporate name;

To have a corporate seal which may be altered at pleasure and to use the same by causing it or a facsimile thereof to be impressed or affixed or in any manner reproduced;

To purchase, receive, take by grant, gift, devise, bequest or otherwise, lease or otherwise acquire, own, hold, improve, employ, use and otherwise deal in and with real or personal property or any interest therein, wherever situated; and to sell, convey, lease, exchange, transfer or otherwise dispose of or mortgage or pledge all or any of its properties or assets or any interest therein wherever situated;

To appoint such officers and agents as the business of the Corporation requires and to pay or otherwise provide for them suitable compensation;

To adopt, amend and repeal By-Laws;

To wind-up and dissolve itself in the manner provided by law;

To conduct its business and its operations and have offices and exercise its powers within or without the State of Delaware;

To make donations for public welfare or for charitable, scientific or educational purposes, and in time or war or other national emergency in aid thereof;

To be an incorporator or manager of other corporations of any type or kind;

To participate with others in any corporation, partnership, limited partnership, joint venture or other association of any kind or in any transaction, undertaking or arrangement which the participating Corporation would have the power to conduct by itself whether or not such participation involves sharing or delegation of control with or to others;

To transact any lawful business which the Corporation's Board of Directors shall find to be in aid of governmental authority;

To make contracts, including contracts of guaranty and suretyship, incur liabilities, borrow money at such rates of interest as the corporation may determine, issue its notes, bonds and other obligations and secure any of its property, franchises and income;

To lend money for its corporate purposes, invest and reinvest its funds and take, hold and deal with real and personal property as security for payment of funds so loaned or invested;

To pay pensions and establish and carry out pension, retirement, benefit, incentive or other compensation plans, trusts, and provisions for any or all of its Directors, Officers and employees.

In addition to the foregoing enumerated powers, the Corporations, its Officers and Directors shall possess and may exercise all the powers, rights and privileges granted by the General Corporation Law of the State of Delaware, or by any other law or by this Certificate of Incorporation, together with any powers incidental thereto insofar as such powers and privileges are necessary or convenient to the conduct, promotion or attainment of the purposes set forth in the Certificate of Incorporation.

VI

The Corporation is not organized for profit, and the Corporation shall not issue capital stock.

VII

The Corporation shall have Members. Except as herein provided the Classes of Members, the manner of election or appointment and the qualification and rights, voting and otherwise, of the Members of each class shall be set forth in the By-Laws of the Corporation. Full Members and authorized representatives of Institutional Members shall be entitled to one vote in person. No other Member shall have the right to vote. Voting in elections to elective positions of the Corporation may be made by mail ballot prepared and forwarded in accordance with the By-Laws of the Corporation, but no proxy in any other manner or on any other matter may be made except in the case of voting at a Special Meeting of Members called by the Board of Directors at which meeting voting by proxy may be used if so specified by the Board of Directors in calling such Special Meeting.

VIII

The Directors of the Corporation shall be elected or appointed in the manner provided for in the By-Laws of the Corporation.

IX

Except as herein provided, the property, affairs and business of the Corporation shall be managed by the Board of Directors.

There shall be a Preservation Board which shall have and exercise all the powers and authority of the Board of Directors in the management of the affairs and property of the Preservation Project, but the Preservation Board shall not have the power or authority of the Board of Directors in reference to amending the

Certificate of Incorporation, adopting an agreement of merger or consolidation, recommending to the Members the sale, lease or exchange of all or substantially all the Corporation's property and assets or all or substantially all of the property associated with the Preservation Project, recommending to the Members a dissolution of the Corporation or a revocation of a dissolution, or amending the By-Laws of the Corporation. The Preservation Board shall be elected or appointed in the manner provided in the By-Laws of the Corporation.

There shall be an Index Board which shall have and exercise all the powers and authority of the Board of Directors in the management of the affairs and property of the Religion Index and other publications of the Board; but the Index Board shall not have the power or authority of the Board of Directors in reference to amending the Certificate of Incorporation, adopting an agreement of merger or consolidation, recommending to the Members the sale, lease or exchange of all or substantially all the Corporation's property and assets or all or substantially all of the property associated with the affairs of the Religion Index and other publications of the Board, recommending to the Members a dissolution of the Corporation or a revocation of a dissolution or amending the By-Laws of the Corporation. The Index Board shall be elected or appointed in the manner provided in the By-Laws of the Corporation.

X

The Corporation is organized exclusively for charitable, educational, scientific and literary purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501 (c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law). The Corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from Federal income tax under section 501 (c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal REvenue Law) or (b) by a corporation, contributions to which are deductible under section 170 (c) (2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law). Except as may be specifically authorized under the Internal Revenue Code of 1954, as amended from time to time, no substantial part of the activities of the Corporation shall be the carrying on of propaganda or otherwise attempting to influence legislation, and the Corporation shall not participate in or intervene in any political campaign on behalf of any candidate for public office. In the event of dissolution or final liquidation of the Corporation, the Board of Directors shall, after paying or making provision for the payment of all liabilities of the Corporation, dispose of all the assets of the Corporation in such manner or manners or to such organization or organizations organized and operated exclusively for charitable, educational, literary or scientific purposes as shall at the time qualify as an exempt organization or organizations under section 501 (c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law) as the Board of Directors shall determine.

XI

The Certificate of Incorporation may be amended by a two-thirds vote of the Full Members and authorized representatives of Institutional Members voting in general session of an annual meeting of Members, provided that notice of the proposed amendment is published in the official publication of the Corporation not less than one month before final consideration.

The name and address of each incorporator is:

Peter N. VandenBerge, Colgate-Rochester/Bexley Hall/ Crozer Divinity School, 1100 South Goodman Street, Rochester, New York 14620

John D. Batsel, Garrett Theological Seminary, 2121 Sheridan Road, Evanston, Illinois 60201

Delena Goodman, School of Theology Library, Anderson College, Anderson, Indiana 46011

Warren R. Mehl, Eden Theological Seminary, 475 East Lockwood Boulevard, Webster Groves, Missouri 63119

XII

The number of Directors constituting the original Board of Directors of the Corporation is eleven, and the names and addresses of the persons who are to serve as Directors until the first annual meeting of Members or until their successors are elected and qualify are:

[Here follow spaces for the Names and Addresses of the Directors, followed by spaces for signatures of the Incorporators and the appropriate seals, and an affidavit for certification before a Notary Public]

AMERICAN THEOLOGICAL LIBRARY ASSOCIATION

BYLAWS

(Amended June 27, 1986)

ARTICLE I. NAME

The Corporation shall be known as "American Theological Library Association."

ARTICLE II. OFFICES

2.1 Registered Office - The Corporation shall maintain a registered office in the City of Wilmington, County of New Castle, State of Delaware.

2.2 Other Offices - The Corporation may also have such other offices at such other places, either within or without the State of Delaware, as the business of the Corporation may require.

ARTICLE III. RELATIONSHIPS WITH OTHER ORGANIZATIONS

3.1 In General - The Corporation may (1) enroll or withdraw as an institutional member or an affiliate member of another organization by vote of the Board of Directors, or (2) be represented in its relationships with another organization by an appointee of the Board of Directors who shall be a Full or Retired Member of the Corporation.

3.2 Affiliation - By majority vote of the Board of Directors the Corporation may issue a charter of affiliation with any organization, whether incorporated or not, having professional objectives in concert with those of the Corporation. In determining whether to issue a charter of affiliation the Board of Directors shall consider the membership, the objectives and the programs offered by the applicant. In granting a charter of affiliation the Board of Directors may establish such terms and conditions for the applicant as are deemed appropriate. Any organization affiliated with the Corporation shall remain an independent entity with its own organization, activities and financial structure, except that the Board of Directors may, by majority vote, at any time and without notice or hearing revoke any charter of affiliation previously issued. An affiliate of the Corporation may represent itself as such but shall not represent the Corporation in any capacity.

ARTICLE IV. MEMBERSHIP

4.1 Institutional Membership - Libraries of institutions which hold membership in the Association of Theological Schools in the United States and Canada (ATS) and of accredited educational institutions engaged predominantly at the post-college level in theological education, and libraries of organizations maintaining collections primarily for ecclesiastical and theological research may be elected to Institutional Membership through procedures established by the Board of Directors and by compliance with the conditions prescribed in these Bylaws.

Institutional Members are entitled to one vote in all Member voting matters, to send one voting delegate, designated annually in writing, to Annual Meetings or other meetings of the Corporation and to send other representatives as desired. Voting delegates may be changed by Institutional members by notifying the Executive Secretary. Institutional Members receive publications of the Corporation which may be distributed to the membership and may participate in programs established by the Corporation.

4.1.1 Interim Institutional Members - Institutions actively seeking accreditation as indicated in Article 4.1 may be elected to Interim Institutional membership through procedures established by the Board of Directors and by compliance with the provisions prescribed in these Bylaws. Such membership shall cease upon accreditation of the institution or after an interval of five years, whichever occurs first. The Board of Directors may, upon presentation of evidence of good-faith effort to gain accreditation, grant an extension of not more than three years, subject to annual review by the Board. Interim Institutional Members receive all benefits of regular Institutional Membership, without vote.

4.2 Full Members - Persons who are actively engaged in professional library or bibliographic work in theological or religious fields may be elected to Full Membership through procedures established by the Board of Directors and by compliance with the conditions prescribed in these Bylaws.

Full Members receive all benefits of personal membership in the Corporation, including, but not limited to, the right to attend all meetings of the Corporation, vote in all elections, vote on all business matters to come before the Corporation, serve as officer or director, serve as member or chair of boards, committees, or sections, and receive the publications of the Corporation which may be distributed to the membership.

4.3 Associate Members - Persons who do not qualify for election as Full Members but who are interested in, or associated with, the work of theological librarianship may be elected to Associate Membership through procedures established by the Board of Directors and by compliance with the conditions prescribed in these Bylaws.

Associate Members are entitled to attend all meetings of the Corporation, to be members of sections, and to receive publications of the Corporation which may be distributed to the membership.

4.4 Student Members - Persons enrolled in graduate library programs carrying a half-time load or greater and students enrolled in graduate theological programs carrying a half-time load or greater may be elected to Student Membership through procedures established by the Board of Directors and by compliance with conditions prescribed in these Bylaws. Any person engaged full-time in library employ shall not be eligible for Student Membership.

Student Members are entitled to attend all meetings of the Corporation, to be members of sections, and to receive publications of the Corporation which may be distributed to the membership.

4.5 Honorary Members - Persons who have made outstanding contributions for the advancement of the purposes of the Corporation may be nominated by the Board of Directors and be elected Honorary Members by two-thirds (2/3) vote of the Members present at any Annual Meeting of the Corporation. Honorary Membership shall be for life.

Honorary Members are entitled to attend all meetings of the Corporation, to be members of sections, and to receive publications of the Corporation which may be distributed to the membership.

4.6 Retired Members - Persons with at least ten (10) years Full Membership and who have maintained membership in the Corporation until retirement and who retire from active duty shall be exempt from payment of dues.

Retired Members are entitled to all benefits of Full Membership, including, but not limited to, the right to attend all meetings of the Corporation, vote in all elections, vote on all business matters to come before the Corporation, serve as officer or director, serve as member or chair of boards, committees, or sections, and receive publications of the Corporation which may be distributed to the membership.

4.7 Suspension - The Membership of any individual or institution may be suspended for cause by two-thirds (2/3) vote of the Board of Directors and may be reinstated by two-thirds (2/3) vote of the Board of Directors.

ARTICLE V. DUES

5.1 Institutional Members - The annual dues for Institutional Members shall be determined by the following scale of library operating expenditures as reported in the official financial statement of the institution for its preceding fiscal year:

Up to $75,000	- $ 75.00
$75,001 TO $400,000	- $ .001 per $1.00 expended
$400,001 and up	- $ 400.00

5.2 Full and Associate Members - The annual dues for Full and Associate Members shall be determined by the following scale:

Salary Bracket	Full	Associate
Under $10,000	$ 30	$ 30
$10,001 to $15,000	40	35
$15,001 to $20,000	50	45
$20,001 to $25,000	60	55
$25,001 to $30,000	70	65
$30,001 and up	80	75

5.3 Student Members - The annual dues for Student Members shall be $15.00.

5.4 Honorary and Retired Members - There shall be no dues for Honorary Members and Retired Members.

5.5 Suspension for Non-Payment of Dues - Members failing to pay their annual dues by July 31 shall be automatically suspended. Members thus suspended may be reinstated upon the payment of dues for the current year.

ARTICLE VI. MEETINGS OF MEMBERS

6.1 Annual Meeting - The Annual Meeting of Members shall be held in the month of June for election and appointment of Directors, for consideration of annual reports and for transaction of such other business as shall come before the Corporation. The Board of Directors shall determine the specific date of each Annual Meeting and may, if it deems advisable, set the date of such meeting no more than sixty (60) days prior to or subsequent to the month fixed in this article.

6.2 Special Meetings - Special Meetings of the Members may be called at any time by the Board of Directors of of its own accord. If such a meeting is called, the notice shall specify whether proxy voting shall be permitted. Proxy voting shall be permissible at special meetings only.

6.3. Place and Notice of Meetings - The location of Annual and Special Meetings shall be determined by the Board of Directors. Notice of Members' Meetings shall be printed or in writing, shall state the place, date, and hour of the meeting, and, in the case of a Special Meeting, the purpose or purposes for which it was called. Notice of Annual Meetings shall be given to the Membership in November of each year. Notice of Special Meetings shall be given to the Membership not less than 15 or more than 60 days before the date of such meeting.

6.4 Quorum - Seventy-five (75) voting Members at an Annual or Special Meeting shall constitute a Quorum of the Members of the Corporation for the transaction of all business. Any lesser number may adjourn any meeting until a Quorum shall be present.

6.5 Role of Chair - Membership Meetings shall be presided over by the President of the Corporation or in the President's absence, by the Vice President of the Corporation.

6.6 Voting - Each Full and Retired Member shall be entitled to one vote. Each Institutional Member shall be entitled to one vote cast by its authorized representative. Except as provided in the Certificate of Incorporation, voting may not be by proxy.

6.7 Admission to Meetings - All meetings of Members shall be open to all interested in the work of the Corporation.

ARTICLE VII. BOARD OF DIRECTORS

7.1 General Powers - Except as provided in the Certificate of Incorporation and these Bylaws, the property, minutes, records, affairs and business of the Corporation shall be managed by the Board of Directors.

7.2 Number and Classes of Directors - The Board of Directors shall consist of ten (10) Directors as follows:

Class A Directors - Six (6) Class A Directors shall be elected at Large by the Membership of the Corporation;

Class B Directors - Four (4) Class B Directors shall be the President, who serves as Chair, the Vice President, the Treasurer, and the Immediate Past President of the Corporation.

All Directors shall be Full or Retired Members of the Corporation. No Director shall serve as a Member or as an employee of any Program Board or other agency of the Corporation, serve as Chair of any Standing Committee or Section, or serve as editor of any publication of the Corporation.

The Executive Secretary, the Recording Secretary, the Editor of the _Newsletter_, the Editor of the _Proceedings_, the chair or other elected member of each of the Program Boards, and a representative of the Association of Theological Schools in the United States and Canada (ATS) shall serve _ex officio_ on the Board of Directors, without vote.

7.3 _Term of Office_ - Each Class A Director shall serve for three (3) years. Each Class B Director shall serve the term of the elective office. Class A Directors may not immediately succeed themselves as Class A Directors. With the exception of the Treasurer of the Corporation, Class B Directors may not succeed themselves.

7.4 _Disqualification of Directors_ - A Director who ceases to be a Full or Retired Member of the Corporation shall be disqualified thereby from continuing to serve as a Director of the Corporation.

7.5 _Vacancies_ - The Board of Directors shall make appointment to fill the vacancy in the elective position of Treasurer of the Corporation until it is possible for the Corporation to fill the vacancy at the next regular annual election in accordance with these Bylaws. A vacancy in the office of President shall be filled for the remainder of the term by the Vice President, who shall then serve the full term as President the next year as provided in these Bylaws. A vacancy in the office of Vice President can be filled only by election as provided by these Bylaws. If vacancies occur in the offices of President and Vice President in one term, the Board of Directors shall elect as President one of the Board for the remainder of the term. In such case, a President and a Vice President shall be elected at the next Annual Meeting of Members in accordance with the Bylaws. Class A vacancies on the Board of Directors shall be filled by election by the

Members at the next Annual Meeting after the vacancy occurs.

7.6 Meetings - Regular meetings of the Board of Directors shall be held at least once a year. Special meetings of the Board of Directors may be called by the Chair at his or her own request or at the request of three (3) or more other Directors. Notices of all meetings shall be mailed to each Director at least ten (10) days in advance or telegraphed or personally delivered at least three (3) days in advance. A waiver of notice in writing shall be deemed equivalent to such notice. Attendance at a meeting shall be deemed waiver of notice except where attendance is for the sole purpose of objecting to the absence of notice. No notice is necessary for an adjourned meeting other than the announcement thereof at the meeting at which the adjournment takes place. Meetings of the Board of Directors may be held by conference telephone or similar communications equipment by means of which all persons may fully participate, and such participation shall constitute presence in person at such meetings.

7.7 Quorum and Voting - At each meeting of the Board of Directors the presence of a majority of the Directors shall be necessary to constitute a Quorum for the transaction of business except as otherwise specifically provided by statute, the Certificate of Incorporation or these Bylaws. The acts of a majority of the Directors present at any meeting, whether or not they shall comprise a Quorum, may adjourn the meeting from time to time. Each Director shall be entitled to one (1) vote in person and may not exercise his or her voting rights by proxy.

7.8 Compensation - A Director other than the Treasurer shall receive no fees or other emoluments for serving as Director except for actual expenses in connection with meetings of the Board of Directors or otherwise in connection with the affairs of the Corporation.

The Treasurer may receive a fee for contracted services from the Board of Directors and/or from each of the Program Boards as determined by each body in establishing a budget for the coming fiscal year.

7.9 Chair and Vice Chair - The President of the Corporation shall serve as Chair of the Board and the Vice President shall serve as Vice Chair thereof and shall continue to serve in such capacity until their successors are elected and qualify.

7.10 Removal - Any Director or the entire Board of Directors may be removed with or without cause by a majority of the Members then entitled to vote in an election of Directors.

7.11 <u>Admission to Meetings</u> - All meetings of the Board of Directors shall be open to all Members of the Corporation, except that the Directors may meet in Executive Session when personnel matters are considered. Any actions taken during such Executive Session shall become part of the minutes of the Board.

7.12 <u>Availability of Minutes</u> - All minutes of meetings of the Board of Directors shall be available to all Members of the Corporation except for deliberations about personnel matters when the Board is in Executive Session.

ARTICLE VIII. NOMINATIONS AND ELECTIONS

8.1 <u>Nominating Committee</u> - There shall be a Nominating Committee of three (3) Full or Retired Members of the Corporation appointed by the Board of Directors. The duty of this Committee shall be to nominate candidates for the elective positions to be filled for the Corporation as a whole except where otherwise provided in these Bylaws. One member of the Committee shall be appointed each year and such appointment shall be made at least sixty (60) days prior to the Corporation's Annual Meeting. The senior member of the Committee shall be chair.

8.2 <u>Number and Time</u> - The Nominating Committee shall report at least one (1), and when feasible, two (2) nominations for each elective position to the Executive Secretary of the Corporation by November 1. Names of nominees for Class B Members of the Program Boards shall be forwarded to the Chair of the Nominating Committee by October 15 so that they can be included in the report of the Nominating Committee. The nominations shall be published by the Executive Secretary in the November <u>Newsletter</u>.

8.3 <u>Election and Designation of Directors</u> - The Board of Directors shall be elected and designated as follows:

8.3.1 <u>Class A Directors</u> - Upon expiration of the respective terms of the Class A Directors, subsequent Directors shall be elected by a plurality of vote of the Members entitled to vote from among the candidates nominated in accordance with Article VIII hereof. Each Full and Retired Member and each authorized representative of an Institutional Member shall have the right to vote for such number of nominees as shall equal the number of Class A Directors to be elected, but may not cast more than one vote for any single nominee. No

Class A Director shall immediately succeed him or herself as a Class A Director.

8.3.2 Class B Directors - Class B Directors shall be the President, the Vice President, the Immediate Past President, and the Treasurer. The term of office of each Class B Director so designated shall be as provided in Articles 9.2, 10.2, and 11.3.

Class B Directors shall be elected by a plurality of vote of the Members entitled to vote from among the candidates nominated in accordance with Article VIII hereof. Each Full and Retired Member and each authorized representative of an Institutional Member shall have the right to vote for such number of nominees as shall equal the number of Class B Directors to be elected, but may not cast more than one vote for any single nominee and may not cast a vote for more than one nominee for a denominated Class B Director office.

Elections to the elective positions of the Corporation shall be conducted by a written ballot returned to the Executive Secretary by the date specified on the ballot prior to the opening of the Annual Meeting. In case of a tie vote, the successful candidate shall be chosen by lot.

The term of each Director so elected shall commence with the adjournment of the Annual Meeting of the Members of the Corporation at which such Director shall be elected.

8.4 Nominations by Others - Nominations other than those submitted by the Nominating Committee may be made by petition signed by no fewer than ten (10) Full or Retired Members of the Corporation, and shall be filed with the Executive Secretary by January 25. These nominations shall be published in the February *Newsletter* and shall be included on the ballot with nominees presented by the Nominating Committee. Upon declaration of the Board of Directors at the Annual Meeting of a vacancy in the official slate, nominations may be made from the floor without prior notification.

8.5 Elections - Ballots shall be mailed by the Executive Secretary by April 10 to all Full, Institutional, and Retired Members. Ballots shall be returned to the Executive Secretary postmarked not later than May 10. The Tellers Committee, appointed by the Executive Secretary, shall meet between May 20 and June 1 to count the ballots and report the results to the President and the Executive Secretary.

A plurality of votes cast shall constitute election. In case of a tie, outcome shall be determined by drawing lots.

8.6 Voting - Each Full and Retired Member shall be entitled to one vote. Each Institutional Member shall be entitled to one vote cast by its authorized representative. Except as provided in the Certificate of Incorporation, voting may not be by proxy.

8.7 Consent - No nominations shall be presented to the Membership of the Corporation without the express consent of the nominee.

ARTICLE IX. PRESIDENT

9.1 Powers and Duties - The President shall be the chief executive officer of the Corporation and, as Chair of the Corporation and of the Board of Directors, shall preside at all Meetings of the Members and the Board of Directors. Except as otherwise specifically provided by these Bylaws, the President shall be in charge of the general and active management of the business of the Corporation and shall see that all orders and resolutions of the Board of Directors are carried into effect.

9.2 Term of Office - The President of the Corporation shall serve one (1) year or until a successor is elected and qualifies.

ARTICLE X. VICE PRESIDENT

10.1 Duties - The Vice President is the President-Elect and shall succeed to the office of President at the end of the President's term. The Vice President shall, in the absence or disability of the President, perform the duties and exercise the powers of the President and shall perform such other duties and have such other powers as the Board of Directors may from time to time prescribe.

10.2 Term of Office - The vice President shall serve for one (1) year or until a successor is elected and qualifies.

10.3 Election - The Vice President shall be elected at an Annual Meeting of Members in accordance with Articles VII and VIII hereof.

ARTICLE XI. TREASURER

11.1 Duties - The Treasurer shall have custody of the Corporate funds and securities, including those of the Program Boards and shall keep full and accurate accounts of receipts and disbursements in books belonging to the Corporation and shall deposit all monies and other valuable effects in the name and to the credit of the Corporation in such depositories as may be designated by the Board of Directors. He or she shall disburse the funds of the Corporation as may be ordered by the Board of Directors, taking proper vouchers for such disbursements, and shall render to the Board of Directors at its regular meetings or whenever the Board requires an account of all his or her transactions as Treasurer and of the financial state of the Corporation. The Treasurer shall also have custody of the corporate seal of the Corporation and her or she shall have authority to affix the same to any instrument requiring it, and, when so affixed, it may be attested by his or her signature.

11.2 Disbursements to the Program Boards - The Program Boards shall submit their annual budget requirements to the Treasurer sixty (60) days prior to the end of the Corporation's fiscal year. At the time such budget is submitted to the Treasurer, the Program Boards may designate a fiscal agent who may be an individual, if such individual is a member of the designating Board, to receive and disburse funds of the designating Board. Within thirty (30) days of receiving such budget, the Treasurer shall verify same and shall disburse to the fiscal agent designated by either Board, if any, funds necessary to meet the budget for the coming fiscal year, provided that such disbursement, if required to be out of general funds of the Corporation rather than out of funds of the particular project administered by the Board in question, shall occur only if approved by the Board of Directors of the Corporation. If either Board does not designate a fiscal agent, the Treasurer shall disburse the funds of such Board in accordance with the budget of that Board. After the end of the Corporation's fiscal year, and at a time designated by the Treasurer in advance, the Program Boards shall furnish an annual financial statement to the Treasurer, such statement to include all income and disbursements for such fiscal year and a narrative account of the project activities undertaken during such fiscal year. Such statements shall be presented by the Treasurer at the Annual Meeting of the Members.

11.3 Term of the Treasurer - The Treasurer of the Corporation shall serve for three (3) years or until his or her successor is elected and qualifies.

11.4 Election of the Treasurer - The Treasurer of the Corporation shall be elected at an Annual Meeting of Members in accordance with Articles VII and VIII hereof.

ARTICLE XII. STAFF

12.1 Executive Secretary - The Executive Secretary shall be appointed by and shall report to the Board of Directors. The term of appointment shall be five years, with an evaluation to be conducted by the Appointments Committee of the Board at the end of the second ~~[year]~~ and fourth years.

Duties of the Executive Secretary shall be determined by the Board of Directors. The Executive Secretary shall not serve as a voting member of the Board of Directors or of any Program Board or of any Standing Committee or as Chair of any Section.

12.2 Recording Secretary - The Recording Secretary shall be appointed by and shall report to the Board of Directors. The term of appointment shall be five years, with an evaluation to be conducted by the Appointments Committee of the Board at the end of the second ~~[year]~~ and fourth years.

Duties of the Recording Secretary shall be determined by the Board of Directors. The Recording Secretary shall not serve as a voting member of the Board of Directors or of any Program Board or of any Standing Committee or as Chair of any Section.

12.3 Other Staff - The Board of Directors may provide for other offices, ad hoc committees and staff, as it deems necessary. Other staff executives of the Board of Directors and the Program Boards may be appointed and their remuneration, if any, determined by the action of the appointing Board.

Any employee of the Corporation, the Board of Directors, or the Program Boards or any individual other than the Treasurer receiving a fee for contracted services from the Corporation or the Program Boards shall not serve as a voting member of the Board of Directors, any Program Board or Standing Committee or as Chair of any Section.

ARTICLE XIII. PROGRAM BOARDS

13.1 Program Boards - The Corporation may establish Program Boards to carry out the objectives and the programs of the Corporation. New Program Boards may be created by the Corporation upon recommendation of the Board of Directors.

Except as provided in the Certificate of Incorporation and these Bylaws, the property, affairs and business of the Program Boards shall be managed by the Program Boards.

The Program Boards of the Corporation shall be the Preservation Board and the Index Board.

13.2 Number and Classes of Board Members - Each Program Board shall consist of at least five (5) and not more than (9) Board Members as follows:

Class A Board Members - Class A Board Members shall be Full or Retired Members of the Corporation elected in accordance with the nominations and election procedures specified in Article VIII;

Class B Board Members - Class B Board Members shall be persons who possess expertise desired for the Program Board and shall be nominated by the Program Board. The nominations shall be reported to the Nominating Committee in accordance with the provisions established in Article VIII.

The number of Members shall be fixed by the Board of Directors and may be changed at any regular meeting of the Board of Directors. The Class A Members shall constitute a majority. The initial terms of additional Members shall conform to the established rotation.

No Member of a Program Board shall serve as a Director of the Corporation, as a Member of another Program Board, as a voting member of any Standing Committee, or as Chair of any Section.

The staff member directing the work of the Program Board (e.g. Editor, Executive Secretary, etc.) and a representative of the Board of Directors shall serve *ex officio* on the Program Board without vote.

13.3 Terms of Board Members - Each Board Member shall serve for four (4) years. No Board Member shall serve more than two consecutive terms, except that a Member appointed to fill an unexpired term of two years or less may then be elected to two consecutive full terms.

13.4 Vacancies - Vacancies on a Program Board shall be filled by that Program Board. Such appointments shall become effective immediately to complete the term of the Board Member being replaced.

13.5 Removal - A Member of a Program Board may be removed with or without cause by a two-thirds (2/3) vote of the Board of Directors.

13.6 Compensation of Board Members - Program Board Members shall receive no fees or other emoluments for serving as a Board Member, except for actual expenses in connection with meetings of the Program Board or otherwise in connection with the affairs of the Program Board.

13.7 Chair - Each Program Board shall, by majority vote, elect a Chair from among its elected membership. The Chair shall serve in such capacity for a term of one (1) year or until a successor is elected and qualifies. The Chair may be elected to successive terms.

13.8 Meetings - Regular meetings of each Program Board shall be held at least once a year as the Program Board shall decide. Special meetings of each Program Board may be called by the Chair at his or her own request or at the request of two (2) or more Members of that Program Board. Special and regular meetings shall be held at the places, dates, and times designated by the Chair of the Program Board. Notices of all meetings shall be mailed to each Member at least ten (10) days in advance or telegraphed or personally delivered at least three (3) days in advance. A waiver of notice in writing shall be deemed equivalent to such notice. Attendance at a meeting shall be deemed waiver of notice, except where attendance is for the sole purpose of objecting to the absence of notice. No notice is necessary for an adjourned meeting other than the announcement thereof at the meeting at which the adjournment takes place. The members of the Program Board may participate in a meeting of the Board by means of conference telephone or similar communications equipment by means of which all persons may fully participate. Such participation shall constitute presence in person at such a meeting.

13.9 Quorum - At each meeting of the Program Board the presence of a majority of the Board members shall be necessary to constitute a Quorum for the transaction of business. The acts of a majority of the Board Members present at a meeting at which a Quorum is present shall be the acts of the Program Board. A majority of the Program Board present at any meeting, whether or not they shall comprise a Quorum, may adjourn the meeting from time to time. Each Member of the Program Board shall be entitled to one (1) vote and may not exercise his or her voting rights by proxy.

13.10 Dissolution - A Program Board shall be dissolved only by action of the Membership upon recommendation of the Board of Directors after consultation with the Program Board. Assets of all types, including property, funds, inventory, or any other items, shall be turned over immediately to the Corporation or to another Program Board if so specified in the act of dissolution.

13.11 Procedures Manual - Each Program Board shall maintain an up-to-date Procedures Manual detailing the operating routines followed in the conduct of business. The Manual shall include current job descriptions for all elected, appointed, and employed peronnel of the Program Board; specifications for record-keeping for both the staff and the Board; details of financial management; procedures for orders, requests for information, complaints and other dealings with the public; and such other matters as may be specified by the Program Board or the Board of Directors.

A Procedures Manual shall be submitted to the Board of Directors for review within six (6) months after the adoption of this amendment or after the formation of a new Program Board. An up-to-date copy of the Manual must be kept on file in the office of the Executive Secretary of the Corporation, and revisions must be provided to the Executive Secretary within thirty (30) days of their adoption.

13.12 Admission to Meetings - All meetings of the Program Boards shall be open to all Members of the Corporation, except that the Program Boards may meet in executive session when personnel matters are being considered. Any actions taken during such executive session shall become part of the minutes of the Program Board.

13.13 Availability of Minutes - All minutes of meetings of the Program Boards shall be available to all Members of the Corporation except for deliberations about personnel matters when the Board is in Executive Session. Each Program Board shall provide a written report of the year's activities to the Membership at the Annual Meeting.

ARTICLE XIV. FISCAL AFFAIRS

14.1 Contracts - To the extent the Board of Directors may specifically authorize, the President may, on behalf of the Corporation, prepare proposals for contracts with any person, firm or other entity, sign contracts between the Corporation and any such person, firm or other entity, execute bonds and undertakings required for the faithful performance of such contracts and deliver vouchers and receipts in connection therewith.

14.2 Loans - To the extent the Board of Directors may specifically authorize, the President and the Vice President, acting together, may effect loans and advances at any time for the Corporation from any bank, trust company, or other institution or from any person, firm or other entity and for such loans and advances may make, execute and deliver promissory notes or other evidences of indebtedness of the Corporation. No such officer or officers shall, however, for the purposes of giving security for any such loan or advance, mortgage, pledge, hypothecate, or transfer any property whatsoever owned or held by the Corporation except when specifically authorized by resolution of the Board of Directors.

14.3 Checks, Drafts, Etc. - All checks, drafts, orders for the payment of money, bills of lading, warehouse receipts, obligations, bills of exchange and insurance certificates shall be signed or endorsed by such officer or officers, agent or agents, of the Corporation as shall be determined by resolution of the Board of Directors from time to time and in such manner as shall be determined by resolution of the Board of Directors from time to time.

14.4 Deposits and Accounts - All funds of the Corporation not otherwise employed shall be deposited from time to time in general or in special accounts in such banks, trust companies or other depositories as the Board of Directors may select or as may be selected by any officer or officers, agent or agents of the Corporation to whom such power shall be delegated by the Board of Directors. For the purpose of deposit and for the purpose of collection for the account of the Corporation, checks, drafts and other orders for payment of money which are payable to the order of the Corporation may be endorsed, signed and delivered by any officer or agent of the Corporation.

14.5 Program Boards - Except as provided in the Certificate of Incorporation or in these Bylaws, all references in this Article XIV to the Board of Directors (with the exception of 14.2) shall be deemed to refer to the Program Boards, and all references to the President and Vice President shall be deemed to refer to the respective Chairs of the Program Boards, provided that the authority so vested in the Program Boards and in such Chairs by paragraphs 14.3 and 14.4 shall apply only to those funds which the Treasurer of the Corporation is required to advance to each Board's designated fiscal agent within thirty (30) days of the submission of its annual budget.

14.6 Annual Audit - The accounts of the Corporation shall be audited annually in accordance with generally accepted auditing standards by independent certified public accountants. Copies of the report of such audits shall be furnished to any Member who requests such copy in writing.

14.7 Availability of Financial Records - All books of the Corporation shall be open for review by any Full, Associate, Retired, or Institutional Member at reasonable business hours.

ARTICLE XV. COMMITTEES

15.1 Authorization - Committees of the Corporation shall be authorized by action of the Members of the Corporation or of the Board of Directors, except as otherwise provided in the Certificate of Incorporation or these Bylaws.

15.2 Appointment of Committee Members - Committee Members shall be appointed by the Board of Directors unless otherwise provided in the action authorizing the Committee, in the Certificate of Incorporation or in these Bylaws. Committee members shall be Full or Retired Members of the Corporation.

15.3 Joint Committees - American Theological Library Association members of joint committees of ATLA and other associations may be appointed by the President of the Corporation with the approval of the Board of Directors. Members of joint committees shall be Full or Retired Members of the Corporation.

15.4 Term - Except as herein provided, Committee Members shall serve a three (3) year term or until their successors are appointed and qualify. The number of Members of each Committee shall be determined by the Board of Directors. In the first year, at least one (1) Member shall be appointed for three (3) years, at least one (1) Member for two (2) years, and at least one (1) Member for one (1) year. Thereafter at least one (1) new Member shall be appointed each year by the Board of Directors.

15.5 Minutes - Each Committee shall maintain a file of its minutes and actions and forward them to the Archivist upon request or as materials are no longer needed for the work of the Committee. Each Committee shall present a written report to the Membership at the time of the Annual Meeting.

15.6 Standing Committees - The Standing Committees of the Corporation shall be the Nominating Committee and the Program Committee, which shall deal with the business and the governance of the Corporation; the Publication Committee, the Bibliographic Systems Committee, the Reader Services Committee, and the Collection Evaluation and Development Committee, which address the professional concerns of the membership.

ARTICLE XVI. SECTIONS

16.1 Authorization - Sections of the Corporation shall be authorized by the Board of Directors to reflect the professional interests of the Membership. Each Section shall be related to a Standing Committee of the Corporation which has as its responsibility professional concerns.

16.2 Membership - Membership in Sections is open to all Members of the Corporation and representatives of Institutional Members.

16.3 Program and Activities - Each Section is encouraged to develop its agenda and to work with the Program Committee of the Corporation in developing programs and workshops to be presented as part of the program at the Annual Meeting and in Continuing Education activities.

ARTICLE XVII. PUBLICATIONS

17.1 Official Publications - The official publications of the Corporation shall be the Newsletter and the Proceedings.

17.2 Additional Publications - Additional publications may be established by the Board of Directors.

ARTICLE XVIII. PARLIAMENTARY AUTHORITY

The rules contained in the latest available edition of Robert's Rules of Order shall govern the Corporation in all cases to which they are applicable and in which they are not inconsistent with the Certificate of Incorporation and these Bylaws.

ARTICLE XIX. SEAL

The Corporation shall have a corporate seal which shall be in a form adopted by the Board of Directors.

ARTICLE XX. YEARS

20.1 Fiscal Year - The Fiscal Year of the Corporation shall be May 1 to April 30.

20.2 Membership Year - The Membership Year of the Corporation shall be the same as the Fiscal Year.

ARTICLE XXI. AMENDMENTS

21.1 Amendments - These Bylaws may be altered, amended, or repealed and new Bylaws may be adopted by the affirmative vote of a majority of the Full Members, the Retired Members and the authorized representatives of Institutional Members of the Corporation voting at any general session of any Annual Meeting of the Corporation.

21.2 Notice - Amendments must be presented in writing to the Members present at the Annual Meeting no later than the day before the business session at which the vote is taken.

ARTICLE XXII.

The necessary grammatical changes required by the use of the neuter, masculine, feminine, singular or plural in these Bylaws shall, in all instances, be assumed to apply in the sense required by the factual context presented as though such changes were fully expressed in each instance.

ARTICLE XIII. INDEMNIFICATION

23.1 The Corporation shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative by reason of the fact that he or she is or was a director, officer, employee, or agent of the Corporation or is or was serving at the request of the Corporation as a director, officer, employee, or agent of another corporation, partnership, joint venture, trust or other enterprise, against judgments, fines, amounts paid in settlement, and expenses (including attorneys' fees) actually and reasonably incurred by that individual in connection with such action, suit or proceeding if he or she acted in good faith and in a manner he or she reasonably believed to be in or not opposed to the best interests of the Corporation, and, with respect to any criminal action or proceeding, had no reasonable cause to believe his or her conduct was unlawful. The termination of any action, suit or proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent, shall not of itself create a presumption that the person did not act in good faith and in a manner he or she reasonably believed to be in or not opposed to the best interests of the Corporation, and, with respect to any criminal action or proceeding had no reasonable cause to believe that the conduct was unlawful.

23.2 The Corporation shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action or suit by or in the right of the Corporation to procure a judgment in its favor by reason of the fact that he or she is or was a director, officer, employee, or agent of the Corporation, or is or was serving at the request of the Corporation as a director, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise against expenses (including attorneys' fees) actually and reasonably incurred by him or her in connection with the defense or settlement of such action or suit if he or she acted in good faith and in a manner he or she reasonably believed to be in or not opposed to the best interests of the Corporation. However, no indemnification shall be made in respect of any claim, issue, or matter as to which such person shall have been adjudged to be liable for negligence or misconduct in the performance of his or her duty to the Corporation unless and only to the extent that the court in which such action or suit was brought shall determine upon application that, despite the adjudication of liability but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses which the court shall deem proper.

23.3 To the extent that a director, officer, employee, or agent of the Corporation has been successful on the merits or otherwise in defense of any action, suit, or proceeding referred to in 23.1 and 23.2, or in defense of any claim, issue, or matter, therein, he or she shall be indemnified against expenses (including attorneys' fees) actually and reasonably incurred by him or her in connection therewith.

23.4 Any indemnification under subsection 23.1 and 23.2 of this Article (unless ordered by a court), shall be made by the Corporation only as authorized in the specific case, upon a determination that indemnification of the director, officer, employee, or agent is proper in the circumstances because that person has met the applicable standard of conduct set forth in subsections 23.1 and 23.2. Such determination shall be made either (1) by the Board of Directors by a majority vote or a quorum consisting of directors who were not parties to such action, suit, or proceeding, or (2) if such a quorum is not obtainable, or even if obtainable a quorum of disinterested directors so directs, by independent legal counsel in written opinion, or (3) by the Members.

23.5 Expenses incurred in defending a civil or criminal action, suit or proceeding may be paid by the Corporation in advance of the final disposition of such action, suit or proceeding as authorized by the Board of Directors in the specific case upon receipt of an undertaking, by or on behalf of the director, officer, employee, or agent to repay such amount unless it shall ultimately be determined that he or she is entitled to by the Corporation as authorized in this section.

23.6 The indemnification provided by this section shall not be deemed exclusive of any other rights to which those seeking indemnification may be entitled under any bylaw, agreement, vote of Members of disinterested directors or otherwise, not as to action in his or her official capacity and as to action in another capacity while holding such office, and shall continue as to a person who has ceased to be a director, officer, employee, or agent and shall inure to the benefit of the heirs, executors, and administrators of such person.

ATLA MEMBERSHIP DIRECTORY AS OF OCTOBER 10, 1986

HONORARY MEMBERS

*Farris, Mrs. Donn Michael, 921 N. Buchanan Boulevard, Durham, NC 27701
Morris, Mrs. Raymond, 159 Westwood Road, New Haven, CT 06515
Wartluft, Mrs. David, 7328 Rural Lane, Philadelphia, PA 19119

RETIRED MEMBERS

Balz, Elizabeth, Trinity Lutheran Seminary, 2199 Main Street, Columbus, OH 43209
Baker, Mrs. Florence S., 153 Livingston Street, New Haven, CT 06511
Beach, Mr. Robert, 16 Washington Road, Woodbury, CT 06798
Bestul, Miss Valborg E., 2383 Bourne Ave., St. Paul, MN 55108
Boell, Margaret, 212 Chestnut Avenue, Jamaica Plain, MA 02130
Bullock, Mrs. Frances, Apt. 15E, 80 Lasalle Street, New York, NY 10027
Chambers, Elizabeth, Pilgrim Place, 727 Plymouth, Claremont, CA 91711
Clark, Mr. Robert M., 29 Maple Street, Trenton, Ontario, Canada K8V 2A9
Crawford, Elizabeth L., 215A Ewing St., Princeton, NJ 08540
Dagan, Alice M., 1405 South 11th Avenue, Maywood, IL 60153
Diehl, Miss Katharine, Box 358, McQueeney, TX 78123
Douglas, Dr. George L., Apt. 1101, 24 Leith Hill Road, Willowdale, Ontario, Canada M2J 1Z3
Englerth, Dr. Gilbert, 142 W. Jackson Ave., Magnolia, NJ 08049
Erickson, Rev. J. Irving, 7354 E. San Miguel, Scottsdale, AZ 85253
Evans, Esther, Route 1, Box 256, Edenton, NC 27932
Frank, Emma L., Charlotte Square, Chelsea House, Unit 312, Port Charlotte, FL 33952
Gardiner, Mabel F., 1 Calvin Circle, B206, Evanston, IL 60201
Goddard, Mr. Burton L., 163 Chebacco Road, South Hamilton, MA 01982

*means attendance at the last annual conference

Goodman, Miss Delena, 209 College Drive, Anderson, IN 46012
Grossmann, Dr. Maria, R.F.D., Conway, MA 01341
Guston, Mr. David, 2210 N. Pascal, #206, St. Paul, MN 55113
Hadidian, Mr. Dikran Y., 4137 Timberlane Drive, Allison Park, PA 15101
Hodges, Miss Thelma F., Rd #3, Martinsville, IN 46151
Johnson, Miss Elinor C., Apt. 504-05, 1585 Ridge Avenue, Evanston, IL 60201
Jones, Dr. Arthur, Jr., 24 Rose Avenue, Madison, NJ 07940
Judah, Dr. Jay Stillson, 2705 Saklan Indian Drive, #8, Walnut Creek, CA 94595
Kieffer, Mr. Jay, Apt 12-L, 430 S. Burnside Avenue, Los Angeles, CA 90036
Kincheloe, Mrs. Evah O., 145 Orchard Lane, Kokomo, IN 46901
Kircher, Mr. Roland, 8009 Beech Tree Road, Bethesda, MD 20817
Kuschke, Mr. Arthur, Jr., 3263 Aston Road, Dresher, PA 19025
Leach, Mrs. R. Virginia, 1400 Dixie Road, Mississauga, Ontario, Canada L5E 3E1
Leo, Miss May, 2442 South 3rd Street Plaza, Omaha, NE 68108
Martin, Mr. Peter-John, Apt. 401, 2121 H Street, N.W., Washington, DC 20037
McTaggart, Mr. John B., 4332 Pennlyn Avenue, Apt. 3, Kettering, OH 45429
Mehl, Dr. Warren R, 422 Pasadena Ave., Webster Groves, MO 63119
Morris, Mr. & Mrs. R. P., 159 Westwood Road, New Haven, CT 06515
Neth, Mr. John, Box 33, Milligan College, TN 37682
Oostenink, Reverend Dick J., 2329 Elliott Street, SE, Grand Rapids, MI 49506
Pierson, Mr. Roscoe M., 624 Seattle Drive, Lexington, KY 40503
Prince, Reverend Harold, 1169 Oldfield Road, Decatur, GA 30030
Richards, Mrs. Alma, 12206 Lakeforest Drive, Sun City, AZ 85351
Scherer, Dr. Henry H, Goldbeck Towers, Apt. #109, Hastings, NE 68901
Schmitt, Mr. Calvin, 1464 E. 55th Street, Chicago, IL 60615
Schultz, Miss Susan A., 6511 W. Alice Avenue, #96, Glendale, AZ 85302
Schuppert, Miss Mildred, 79 West 13th Street, Holland, MI 49423
Scollard, Rev. Robert, 50 St. Joseph Street, Toronto, Ontario, Canada M5S 1J4
Sonne, Mr. Niels H., 3470 Norwich Lane, Rossmoor, Jamesburg, NJ 08831

Stouffer, Miss Isabelle, 49 Palmer Square West, Princeton, NJ 08540
Swann, Rev. Arthur W., P.O. Box 23, Appleton, WA 98602
Teague, Mrs. Grace N., 3808 Clarksville Highway, Nashville, TN 37218
Waggoner, Miss Miriam, Detroit Baptist Divinity School Library, 4801 Allen Road, Allen Park, MI 48101
Wheeler, Mrs. Velma, 719 Forest Avenue, Evanston, IL 60202
White, Mr. Ernest, 4009 St. Ives Court, Louisville, KY 40207
Williams, Mr. Henry, 1609 Chelsea Ave., Bethlehem, PA 18018
Wills, Miss Floreid, 1218 N. Bois d'Arc Avenue, Tyler, TX 75702
Wills, Dr. Keith, #90-5400 Dalhousie Drive, N.W., Calgary, Alberta, Canada T3A 2B4

FULL MEMBERS

*Anderson, Mr. Norman E., Goddard Library, Gordon-Conwell Theological Seminary, South Hamilton, MA 01982

Aschmann, Ms. Althea, Cataloger, Andover/Harvard Library, 45 Francis Avenue, Cambridge, MA 02138

*Ashcraft, Mrs. Bernice, Catalog Librarian, Southeastern Baptist Seminary, PO Box 752, Wake Forest, NC 27587

Ashley, Mrs. Elizabeth, Golden Gate Baptist Theological Seminary, Strawberry Point, Mill Valley, CA 94941

*Aycock, Mrs. B.D., Reference Librarian, Union Theological Seminary, 3401 Brook Road, Richmond, VA 23227

*Ayer, Mr. H.D. Sandy, CBC/CTS, 4400 Fourth Avenue, Regina, SK, Canada, S4T 0H8

Badke, Mr. William B., Librarian, Northwest Baptist Theological College & Seminary, 3358 S.E., Marine Dr., Vancouver, B.C., Canada V5S 3W3

*Baker-Batsel, Mr. John, Librarian, Graduate Theological Union, 2400 Ridge Road, Berkeley, CA 94709

Baldwin, Brother Henry, Librarian, Aquinas Institute, 3642 Lindell Blvd., St. Louis, MO 63108

Beldan, Reverend A. Chris, Box 1205, Didsbury, Alberta, Canada, T0M 0W0

Benedetto, Mr. Robert, Archivist, Historical Foundation of Presbyterian & Reformed Church, PO Box 847, Montreat, NC 28757

*Berg, Reverend Richard R., Assistant Librarian, United Theological Seminary, 1810 Harvard Blvd., Dayton, OH 45406

*Berlowitz, Mrs. Sara B., Cataloger, Graduate Theological Union Library, 2400 Ridge Road, Berkeley, CA 94709

Biddle, Ms. G.N., 18 Muston Street, Mosman, NSW 2088, Australia

Biggerstaff, Ms. Vicki, Technical Services/Reference Librarian, North American Baptist Seminary, 1321 W. 22, Sioux Falls, SD 57105

*Bischoff, Ms. Mary R., Library, Graduate Theological Union, 2400 Ridge Road, Berkeley, CA 94709

*Blaylock, Reverend James C., Librarian, Baptist Missionary Association Seminary, PO Box 1797, Jacksonville, TX 75766

Boadt, Reverend Lawrence, St. Paul's College, 3015 4th Street, NE, Washington, DC 20017

*Boddy, Mr. Michael P., Divinity Librarian, Drew University Library, Madison, NJ 07940

Bogenschneider, Reverend D., 12 Lunar Drive, Woodbridge, CT 06525

*Bollier, Reverend John, Yale Divinity School Library, 409 Prospect Street, New Haven, CT 06510

*Booher, Mr. Harold, Librarian, Episcopal Theological Seminary of the Southwest, PO Box 2247, Austin, TX 78768

Bowen, Dr. Dorothy N., Box 24686, Nairobi, Kenya, East Africa

Boyd, Reverend Sandra, Speer Library Box 111, Princeton Theological Seminary, Princeton, NJ 08542

*Bracewell, Reverend R. Grant, Toronto School of Theology Library Coordinator/Librarian, Emmanuel College, 75 Queen's Park Crescent, Toronto, Ontario, Canada M5S 1K7

Brandt, Mr. Steven R., Director, Hiebert Library, Mennonite Brethren Bible Seminary, 1717 S. Chestnut Avenue, Fresno, CA 93702

Braswell, Mrs. Laura, Director, Columbia Graduate School of Bible-Missions, PO Box 3122, Columbia, SC 29230

*Brennan, Mr. Christopher, Assistant Librarian for Technical Services, Colgate Rochester Library, 1100 S. Goodman Street, Rochester, NY 14620

*Brockway, Mr. Duncan, Director of Library, Schools of Theology in Dubuque, 2000 University, Dubuque, IA 52001

Brooks, Mrs. Carolyn, Director of Library, Clear Creek Baptist School, Pineville, KY 40977

*Bundy, Mr. David, 1234 Man-O-War Pl., Apt. 19, Lexington, KY 40504

Burbach, Reverend Jude, Librarian, St. Benedict's Abbey, Atchison, KS 66002

*Burdick, Mr. Oscar, Associate Librarian for Collection Development, Graduate Theological Union Library, 2400 Ridge Road, Berkeley, CA 94709

Burns, Mr. David J., 8074 Parks Drive, Apt. E-1, Spring Arbor, MI 49283

Butterworth, Don, Technical Services Librarian, Library, Asbury Theological Seminary, Wilmore, KY 40390

Byerly, Ms. Eleanor L., Pontifical College Jesephinum, 7625 N. High Street, Columbus, OH 43085

*Byrnes, Reverend Paul A., 69 Tiemann Place, Apt. 44, New York, NY 10027

*Caldwell, Reverend Alva, Garrett-Evangelical Theological Seminary, 2121 Sheridan Road, Evanston, IL 60201

*Camp, Mr. Thomas Edward, School of Theology Library, University of the South, Sewanee, TN 37375

Campbell, Reverend Jerry, Duke University Library, Durham, NC 27706

Carey, Mr. John, Technical Services Librarian, St. Mary's Seminary and University, 5400 Roland Avenue, Baltimore, MD 21210

*Chen, Mr. David, Emory University, Pitts Theological Library, Atlanta, GA 30322

*Chinn, Mr. Dig, Librarian, St. Thomas Seminary, 1300 South Steele Street, Denver, CO 80210

*Choquette, Ms. Diane, Head Public Services, Graduate Theological Union, 2400 Ridge Road, Berkeley, CA 94709

Clapp, Ms. Edythe, 76 Raymond Avenue, Toronto, Ontario, Canada, M6S 2B4

*Clarence, Mrs. Judy, Reference Librarian, Graduate Theological Union Library, 2400 Ridge Road, Berkeley, CA 94704

*Cline, Ms. Elaine R., Beardslee Library, Western Theological Seminary, Holland, MI 49423

*Coalter, Dr. Milton, Jr., 1844 Gresham Road, Louisville, KY 40205

Cobb, Ms. Jean L., School of Theology At Claremont, Foothill Blvd./College Ave., Claremont, CA 91711

Cogswell, Mr. Robert E., 3913 Wilbert Road, Austin, TX 78751

Convery, Sukhort, 1403 College Hights, Apt. I, Johnson City, TN 37601

Cope, Ms. Wilma, Mercer School of Theology, 65 4th Street, Garden City, NY 11530

*Corman, Ms. Linda, College Librarian, Trinity College, 6 Hoskin Ave., Toronto, Ont., Canada M5S 1H8

Cosgrove-Davies, Ms. Lisa, 2000 N. Calvert Street, #5, Arlington, VA 22201

Coughlin, Ms. Caroline, Director, Drew University Library, Rt. 24, Madison, NJ 07940

Cox, Mr. John M., Head of Bibliographic Control, Union Theological Seminary Library, 3041 Broadway at R. Niebuhr, New York, NY 10027

*Crouch, Ms. Cynthia M., 3661 N. Decatur Road, Apt. F-7, Decatur, GA 30032

Culkin, Rev. Harry, Cathedral College, 7200 Douglaston Parkway, Douglaston, NY 11362

Cumming, Ms. Jean, Head of Technical Services, Unification Theological Seminary, 10 Dock Road, Barrytown, NY 12507

*Daly, Reverend Simeon, Librarian, St. Meinrad School of Theology, Archabbey Library, St Meinrad, IN 47577

Daniels, Dr. Boyd L., American Bible Society, Coordinator of Library Services, 1865 Broadway, New York, NY 10023

*Dare, Mr. Philip N., 619 South Ridge Drive, Lexington, KY 40506

Davis, Mr. Thomas, 1163 S. Lyman Avenue, Oak Park, IL 60304

Dearborn, Mrs. Josephine, Assistant Librarian, Virginia Theological Seminary, Bishop Payne Library, Alexandria, VA 22304

*Debusman, Dr. Paul, Southern Baptist Theological Seminary Library, 2825 Lexington Road, Louisville, KY 40280

*Deering, Dr. Ronald, Librarian, Southern Baptist Theological Seminary, 2825 Lexington Road, Louisville, KY 40280
*DeKlerk, Mr. Peter, Librarian, Calvin Theological Seminary, 3233 Burton Street, SE, Grand Rapids, MI 49506
Delivuk, Mr. John A., 7232 Sarah, Apt. 4-5, St. Louis, MO 63143
Demayo, Reverend John, Librarian, Ryan Memorial Library, St. Charles Seminary, Overbrook, Philadelphia, PA 19151
Dennison, Reverend James T., Westminster Theological Seminary in California, P.O. Box 2215, Escondido, CA 92025
*Dickason, Mr. John, McAlister Library, Fuller Theological Seminary, 135 N. Oakland, Pasadena, CA 91101
*Doolen, Mr. Richard, 7105 Knobwood, Apt G, Indianapolis, IN 46260
*Dunkly, Mr. James W., Librarian, Episcopal Divinty and Weston School of Theology, 99 Brattle Street, Cambridge, MA 02138
Durnbaugh, Ms. Hedda, Catalog Librarian, Bethany & Northern Baptist Seminary, Butterfield & Meyers Rds, Oak Brook, IL 60521
*Dvorak, Mr. Robert, Director of Library, Gordon-Conwell Theological Library, South Hamilton, MA 01982
*Eckerman, Ms. Nancy, 5626 Kingsley Drive, Indianapolis, IN 46220
*Eldevik, Mr. Bruce, 736 Park Drive, Sioux Falls, SD 57105
Ellenwood, Reverend Lee K., 57 Colonial Street, Elmwood, CT 06110
*Elliott, Mr. Kenneth R., 3840 Faulk Blvd., Jackson, MS 39209
*Else, Mr. James P., 5104 Tehama Avenue, Richmond, CA 94804
Erdel, Mr. Timothy Paul, 2110-304 Orchard Street, Urbana, IL 61801
Erdican, Mrs. Achilla I., Pitts Theology Library, Emory University, Atlanta, GA 30322
Fahey, Reverend James, Librarian, Pope John XXIII National Seminary, Weston, MA 02193
*Farris, Mr. Donn Michael, Librarian, Duke Divinity School Library, Duke University, Durham, NC 27706
*Farris, Mrs. Joyce, 921 N. Buchanan Blvd., Durham, NC 27701
*Faupel, Mr. David W., Director, B. L. Fisher Library, Asbury Theological Seminary, Wilmore, KY 40390
*Felmlee, Ms. Cheryl A., 208 Llewellyn, Highwood, IL 60040
Fetterer, Rev. Raymond, St. Francis Seminary, 3257 S. Lake Drive, Milwaukee, WI 53207
*Fieg, Mr. Eugene C., 5557 S. Kimbark Avenue, #1, Chicago, IL 60637

Finlay, Reverend Donald, Library, University of St. Michaels College, 113 St. Joseph Street, Toronto, Ontario, Canada, M5S 1J4

Fitzpatrick, Prof. T. Kelly, Albatross Hall, 30 Altamont Avenue, Thurmont, MD 21788

Flint, Ms. Anne, Technical Services Librarian, Dupont Library, University of the South, Sewanee, TN 37375-4005

*Foster, Dr. Julia A., Catalog/Reference Librarian, Methodist Theological School in Ohio, Box 1204, Delaware, OH 43015

Freudenberger, Mrs. Elsie, Catalog Librarian, School of Theology At Claremont, Claremont, CA 91711

Fritz, Dr. William, Librarian, Lutheran Theological Southern Seminary, 4201 N. Main Street, Columbia, SC 29203

*Galbraith, Mr. Les, Librarian, Christian Theological Seminary, 1000 West 42nd Street, Indianapolis, IN 46208

*Gallimore, Mr. Howard H., Supervisor, E.C. Dargan Research Library, 127 Ninth Avenue, N., Nashville, TN 37234

*Garrett, Mrs. Myrta Latimer, 5525 Full Moon Drive, Fort Worth, TX 76132

George, Miss Rachel, Librarian, Reformed Presbyterian Theological Seminary, 7418 Penn Avenue, Pittsburgh, PA 15208

Gerdes, Reverend Neil Wayne, Meadville/Lombard Theology School Library, 5701 Woodlawn Avenue, Chicago, IL 60637

*Gericke, Dr. Paul, Director of Library, New Orleans Baptist Theological Seminary, 3939 Gentilly Blvd., New Orleans, LA 70126

Germovnik, Reverend Francis, Librarian, St. Thomas Seminary Library, 1300 S. Steele St., Denver, CO 80210

Giesbrecht, Mr. Herbert, College Librarian, Mennonite Brethren Bible College, I-169 Riverton Avenue, Winnipeg, Manitoba, Canada R2L 2E5

*Gilbert, Mr. Thomas F., Library, Eastern Baptist Theological Seminary, Lancaster & City Avenues, Philadelphia, PA 19151

Gill, Mr. Kenneth, Collection Development, Billy Graham Center Library, Wheaton College, Wheaton, IL 60187

Gillette, Mr. Gerald W., Research Historian, Presbyterian Historical Society, 425 Lombard Street, Philadelphia, PA 19147

Gjellstad, Mr. Rolfe, 60 Nicoll Street, New Haven, CT 06511

*Goertzen, Reverend Norma S., Director, North Park Theological Seminary, Mellander Library, 3225 W. Foster Avenue, Chicago, IL 60625

Goodwin, Mr. Jack, Librarian, Virginia Theological Seminary, Alexandria, VA 22304

*Goshulak, Ted David, Assistant Librarian, CBC/CTS, 4400 Fourth Avenue, Regina, SK, Canada S4T 0H8

Grater, Mr. Fred Alexander, Catalog Librarian, Pitts Theological Library, Emory University, 1380 Oxford Road, Atlanta, GA 30322

Green, Reverend David, Librarian, General Theological Seminary, 175 Ninth Avenue, New York, NY 10011

Griffin, Mrs. Patricia, Librarian, Roanoke Bible College, Elizabeth City, NC 27909

Gunn, Ms. Shirley Ann, Library, Nigerian Baptist Theological Seminary, Box 30, Ogbomosho, Nigeria

*Hagen, Mr. Loren, Cataloger, United Library, 2122 Sheridan Road, Evanston, IL 60201

*Hager, Miss Lucille, 7121 Hart Lane #2091, Austin, TX 78731

Haight, Mr. Larry L., VFCC, Box 4, Phoenixville, PA 19460

*Hair, Mr. William, III, Librarian, Mid-America Baptist Theological Seminary, 1255 Poplar Avenue, Memphis, TN 38104

*Hallier, Miss Sara, Librarian, Library & Archives, RLDS Auditorium, Box 1059, Independence, MO 64051

*Hamburger, Miss Roberta, Seminary Librarian, Graduate Seminary Library, Box 2218, University Station, Enid, OK 73702

Hammerly, Mr. Hernan D., Moreno 380 3103 Villa Libertador San Martin, Entre Rios, Argentina

*Hanley, Sr. Mary Esther, Librarian, St. Michael's College Library, 113 St. Joseph Street, Toronto, Ontario, Canada M5S 1J3

*Harbin, Mr. Duane, Acquisitions Supervisor, Library, Yale University Divinity School, 409 Prospect Street New Haven, CT 06510

Harris, Mr. Carroll, Assistant Technical Services/Reference Librarian, Southeastern Baptist Theological Seminary, PO Box 752, Wake Forest, NC 27587

Harrison, Ms. Alice, Librarian, Atlantic School of Theology, 640 Francklyn Street, Halifax, Nova Scotia, Canada, B3H 3B5

Hartig, Ms. Linda, Assistant Librarian, Nashotah House, Nashotah, WI 53058

Harvey, Mrs. Ray W., R.R. 1, Box 89, Sewanee, TN 37375

Hayes, Reverend Bonaventure, O.F.M., Library Director, Christ The King Seminary, 711 Knox Road, E. Aurora, NY 14052

*Hess, Ms. Sandra K., Reference Librarian, Wartburg Theological Seminary, 333 Wartburg Place, Dubuque, IA 52001

Hessel, Mr. William H., Associate Director, Loma Linda University Library, La Sierra Campus, Riverside, CA 92515

Hickey, Dr. Doralyn, Professor, School of Library/Information Science, N. Texas State University, Denton, TX 76203

Hicks, Ms. Barbara, 256 First Avenue, Ottawa, Ontario, Canada K1S 2G6
Hilgert, Mrs. Elvire, 5624 S. Harper Avenue, Chicago, IL 60637
Hill, Reverend Lawrence, O.S.B., Librarian, St. Vincent College Library, Latrobe, PA 15650
Himrod, Dr. David K., Assistant Librarian For Reader Services, United Library, 2121 Sheridan Road, Evanston, IL 60201
Holder, Ms. Vivian, Liberia Baptist Theological Seminary, P.O. Box 1778, Monrovia, Liberia, West Africa
Hoogakker, Mr. David A., Assistant Librarian, General Theological Seminary, 175 9th Ave., New York, NY 10011
Hook, Mr. William, Vanderbilt Divinity Library, 419 21st Ave., S., Nashville, TN 37203
Huber, Prof. Donald, Librarian, Luther Seminary, 104 Jeffcott Street, North Adelaide, South Australia 5006
Hunter, Mr. M. Edward, Librarian, Methodist Theological School in Ohio, P.O. Box 1204, Delaware, OH 43015
*Hurd, Mr. Albert E., 5631 Dorchester Ave., Chicago, IL 60637
Hurtt, Ms. Betty, Librarian, Woman's Missionary Union, SBC, PO Box C-10, Birmingham, AL 35283-0010
Hwang, Miss Shieu-Yu, 707 Orange Grove Blvd. #34, Pasadena, CA 91104-4457
*Ibach, Mr. Robert D., Jr., 3229 Colby Circle, Mesquite, TX 75149
*Irvine, Mr. James, 307 Emmons Drive A-2, Princeton, NJ 08540
Jasko, Sr. M. Agnese, Head Librarian, Leo Dehon Library, Sacred Heart School of Theology, P.O. Box 429, Hales Corner, WI 53130-0429
*Jastrab, Ms. Kathy, Assistant Librarian, Sacred Heart School of Theology, PO Box 429, Hales Corners, WI 53130-0429
*Jeschke, Mr. Channing, Librarian, Pitts Theology Library, Emory University, Atlanta, GA 30322
*Johnson, Mr. James R., P.O. Box 1527, Stouffville, Ontario, Canada L0H 1L0
*Johnston, Mr. George F., Assistant Librarian, Covenant Theological Seminary, 12330 Conway Road, St Louis, MO 63141
Jones, Ms. Anne, Periodicals Librarian, Christian Theological Seminary, 1000 W 42nd Street, Indianapolis, IN 46208
Jones, Mr. Charles E., 12300 Springwood Drive, Oklahoma City, OK 73120
Jones, Ms. Phyllis R., Assistant Librarian, Maryknoll School of Theology, Maryknoll, NY 10545
Jordan, Mr. Charles Russell, 4444 North Monticello Avenue, Chicago, IL 60625-5944

*Kansfield, Reverend Norman, Director of Library Services, Colgate Rochester/Bexley Hall/Crozer Divinity School, 1100 S. Goodman, Rochester, NY 14620

Karmito, Reverend, Librarian, Duta Wacana United Theological College, Jl Dr. Wahidin 17, Yogyakarta 55222, Indonesia

*Kasten, Mr. Seth, Apt 14-A, 700 West End Avenue, New York, NY 10025

Keathley, Mr. Allen, 82 Canterbury Drive, Terre Haute, IN 47805

*Kendall, Mr. Charles, School of Theology Library, Anderson College, Anderson, IN 46012

*Kendrick, Alice, Director, Records & Infomation Center, Lutheran Council in U.S.A., 360 Park Ave., S., New York, NY 10010

*Kepple, Mr. Robert J., Small Library Computing Inc., 48 Lawrence Ave., Holbrook, NY 11741

Kiczek, Mr. Steven A., Librarian, St. Mary Seminary, 1227 Ansel Road, Cleveland, OH 44108

Kircher, Mr. Roland, Librarian, Wesley Theological Seminary, 4400 Massachusetts Ave., N.W., Washington, DC 20016

*Klemt, Mr. Calvin, 4804 Broken Bow Pass, Austin, TX 78745

Koch, Reverend R. David, 28 Brownback Road, Linfield, PA 19468

*Kokolus, Ms. Cait, Librarian, Mary Immaculate Seminary Library, 300 Cherryville Road, PO Box 27, Northampton, PA 18067

Kossey, Mr. John, Consultant/Producer, 280 S Euclid, #123, Pasadena, CA 91101

Krahn, Mr. Allan E., C. P. 14 -- Fac. Teol., 93000 Sao Leopoldo, R. S., Brazil

*Krieger, Mr. Alan,Bibliographer, Notre Dame Library, Notre Dame, IN 46556

Krupp, Dr. Robert Allen, Library, Western Conservative Baptist Seminary, 5511 Southeast Hawthorn, Portland, OR 97215

Kubic, Mr. J. Craig, Library, Golden Gate Baptist Theological Seminary, Strawberry Point, Mill Valley, CA 94941

Lang, Reverend George, Library Administration, N. American Baptist Seminary, 1605 S. Euclid Ave., Sioux Falls, SD 57105

Larremore, Mr. Robert John, Assistant Reference Librarian, Texas Christian University, Box 32904, Fort Worth, TX 76129

Leonard, Miss Harriet, 5962 Duke Station, Durham, NC 27706

*Lewis, Miss Rosalyn, Librarian, United Methodist Publishing House, 201 8th Ave, S., Lib Room 122, Nashville, TN 37202

*Linn, Ms. Sarah, 3109 Granny White Pike, Nashville, TN 37204

Lipa, Mr. Jiri George, Librarian, Seminary of the Immaculate Conception, Huntington, NY 11743

Litwinowicz, Ms. Larissa, Library, Holy Trinity Seminary, Jordanville, NY 13361

Loome, Mr. Thomas Michael, Loome Theological Booksellers, 320 N. Fourth Street, Stillwater, MN 55082

*Loyd, Mr. Roger L., Associate Librarian, Bridwell Library, Perkins School of Theology, Southern Methodist University, Dallas, TX 75275

Luks, Mr. Lewis, Sacred Heart Rectory, PO Drawer A, Gramercy, LA 70552

Luper, J. Daniel, 509 Curts Drive, Grand Prairie, TX 75051

Lyons, Miss Sarah, Librarian, Denver Theological Seminary, P.O. Box 10000, University Park Station, Denver, CO 80210

MacKenzie, Reverend Vincent S.J., Regis College Library, 15 St. Mary Street, Toronto, Ontario, Canada M4Y 2R5

Magnuson, Dr. Norris, Bethel Theological Seminary, 3949 Bethel Drive, St. Paul, MN 55112

Maney, Mr. James, Library Director, Oblate School of Theology, 285 Oblate Drive, San Antonio, TX 78216-6693

Markham, Mrs. Anne, Mid-Continent Baptist Bible College, Route 2, Mayfield, KY 42066

*Markham, Dr. Robert P., Director of Programs, ATLA Preservation Board, 1118 East 54th Place, Chicago, IL 60615

Marnet, Mrs. Carole, 4901 Cedar Avenue, Philadelphia, PA 19143

*Maroney, Mr. Daryle McEachern, Technical Services Librarian, Columbis Theological Seminary, 701 Columbia Drive, Decatur, GA 30031

Marren, Janet C., Associate Librarian, Theological College of the Canadian Reformed Churches, 110 West 27th Street, Hamilton, Ontario, Canada L9C 5A1

Matthews, Mr. Donald, Librarian, A. R. Wentz Library, Lutheran Theological Seminary, Gettysburg, PA 17325

Mattingly, Rev. John, St. Patrick's Seminary Library, 320 Middlefield Road, Menlo Park, CA 94025

Maurer, Eric, Rt. 1, Box 173, Earlton, NY 12058

Mazuk, Ms. Melody, Boyce Library, Southern Baptist Theological Seminary, 2825 Lexington Road, Louisville, KY 40280

McClain, Reverend David, Baptist Bible College, 538 Venard Road, Clarks Summit, PA 18411

*McGarty, Mrs. Jean R., Librarian, St. John's Seminary, 44011 Five Mile Road, Plymouth, MI 48170

McGrath, Reverend Laurence, Librarian, St. John's Seminary, 127 Lake Street, Brighton, MA 02135

McKinney, Ms. Janet, Reference Librarian, Midwestern Baptist Theological Seminary, 5001 N. Oak Street Trfwy., Kansas City, Mo 64118-4697

*McLeod, Dr. Eugene, Library, Southeastern Baptist Theological Seminary, Box 752, Wake Forest, NC 27587

*McNamara, Ms. Barbara, Library Program Coordinator, Boston Theological Institute, 45 Francis Avenue, Cambridge, MA 02138

*McSorley, Reverend Aidan, Conception Seminary Library, Conception Abbey, Conception, MO 64433

*McWhirter, Mr. David, Director of Library/Archives, Disciples of Christ Historical Society, 1101 19th Avenue, South, Nashville, TN 37212

*Mellor, Sucile, Hamma Library - Periodicals, Trinity Lutheran Seminary, 2199 E. Main St., Columbus, OH 43209

*Meredith, Mr. Don, Associate Librarian, Harding Graduate School of Religion, 1000 Cherry Road, Memphis, TN 38117

Merrill,Mr. ArthurL., Director, United Theological Seminary of TC, 3000 Fifth Street NW, New Brighton, MN 55112

Metzenbacher, Reveverend Gary, Western Evangelical Seminary, 4200 S.E. Jennings Avenue, Portland, OR 97222

Miech, Reverend Lawrence, Library Administrator, St. Francis Seminary, 3257 S. Lake Drive, Milwaukee, WI 53207

Miller, Ms. Elsa, Acquisitions & Circulation Librarian, Southern Baptist Theological Seminary, 2825 Lexington Road, Louisville, KY 40280

*Miller, Dr. William C., Librarian, Nazarene Theological Seminary, 1700 E. Meyer Blvd., Kansas City, MO 64131

Mindeman, Mr. George A., Library, International School of Theology, Arrowhead Springs, Box 50015, San Bernardino, CA 92412

Minor, Reverend John Thomas, Librarian, Moravian Theological Seminary, Main Street & Elizabeth Avenue, Bethlehem, PA 18018

Mintel, Reverend Richard H., 10910 Miller Avenue, Canal Winches, OH 43110-9508

Mirly, Mrs. JoAnn, Assistant Director of Library Services, Concordia Seminary, 801 De Mun Ave., St. Louis, MO 63105

*Mongold, Ms. Alice, Periodicals Librarian, Bridwell Library, Southern Methodist University, Dallas, TX 76201

*Mueller, Reverend Allen, Acting Director, Wesley Theological Seminary Library, 4500 Massachusetts Avenue, N.W., Washington, DC 20016

*Muether, Mr. John R., Librarian, Westminster Theological Seminary, P.O. Box 27009, Philadelphia, PA 19118

Mukunger, Mr. Frederick, College Librarian, Bishop Tucker Theological College, Jinja Rd. P.O. Box 4, Mukono, Uganda, East Africa

Mullen, Miss Grace, Archivist, Westminster Theological Seminary, Chestnut Hill, Philadelphia, PA 19118
*Myers, Ms. Sara J., Ira J. Taylor Library, Iliff School of Theology, 2201 South University Blvd., Denver, CO 80210
*O'Brien, Mrs. Betty A., 7818 Lockport Blvd., Centerville OH 45459
*O'Brien, Mr. Elmer J., Librarian, United Theological Seminary, 1810 Harvard Boulevard, Dayton, OH 45406
O'Malley, Reverend Dr. Kenneth, Catholic Theological Union, 5401 South Cornell Street, Chicago, IL 60615
*O'Neal, Reverend Ellis, Jr., 97 Herrick Circle, Newton Centre, MA 02159
*Olsen, Mr. Robert A., Jr., Librarian, Brite Divinity School, Texas Christian University, Fort Worth, TX 76129
*Olson, Mr. Ray, 2724 North Griggs Street, St. Paul, MN 55113
Osborn, Mr. Walter, Reference Librarian, Moody Bible Institute Library, 820 N Lasalle Street, Chicago, IL 60610
*Overbeck, Dr. James A., Library Director, Columbia Theological Seminary, 701 Columbia Drive, Decatur, GA 30031
Pachella, Mr. Richard, 310 Euclid Ave., Hackensack, NJ 07601
*Pakala, Mr. James C., Librarian, Biblical Theological Seminary, 200 North Main Street, Hatfield, PA 19440
Papademetriou, Reverend George C., Director, Holy Cross Orthodox Seminary Library, 50 Goddard Avenue, Brookline, MA 02146
*Parks, Miss Dorothy, Librarian, Divinity Library, Vanderbilt University, 419 21st Avenue, South, Nashville, TN 37240
Partridge, The Reverend Bede, Head Librarian, Mount Angel Abbey Library, St. Benedict, OR 97373
Pentek, Mr. Stephen P., 33A Clark Street, Randolph, MA 02368
Perry, Miss Myrna G., 1518 Grandview Drive, Nashville, TN 37215
*Petersen, Mr. Paul David, Assistant Editor, Religion Index, 5600 S. Woodlawn Ave., Chicago, IL 60637
*Peterson, Dr. Stephen, Librarian, Yale Divinity School Library, 409 Prospect Street, New Haven, CT 06510
Petroff, Miss Loumona, Cataloger, School of Theology Library, Boston University, 745 Commonwealth Ave., Boston, MA 02215
Philbeck, Mrs. Jo, Reference Librarian, Southeastern Baptist Seminary, P. O. Box 752, Wake Forest, NC 27587
Phillips, Mr. Don, Director, Brewton-Parker College, H. Terry Parker Library, Mt. Vernon, GA 30445
Phillips, Mr. Robert L., A. Webb Roberts Library, Southwestern Baptist Seminary, Box 22,000-2E, Ft. Worth, TX 76122

Poitras, Mr. Gilles L., PO Box 4452, Berkeley, CA 94704

*Pollard, Mr. Russell O., Head of Technical Services, Andover-Harvard Theological Library, 45 Francis Avenue, Cambridge, MA 02138

Pulver, Ms. Emilie Grace, Catalog Librarian, Jesuit/Krauss/McCormick Library, 1100 E. 55th Street, Chicago, IL 60615

Quinn, Miss Linda Sue, Assistant Cataloger, Union Theological Seminary in Virginia, 3401 Brook Road, Richmond, VA 23227

*Randall, Ms. Laura H., c/o Bridwell Library, Southern Methodist University, Dallas, TX 75275.

Rankka, Ms. Kristine, 3305 N.W. Taylor, Corvallis, OR 97330

Rauch, Sister Sylvia, Librarian, Holy Name College, 1650 St. Camillus Drive, Silver Spring, MD 20903

*Reagor, Ms. Melinda Ann, 608 1/2 Watts Street, Durham, NC 27701

*Reid, Mr. Thomas, The Library, Reformed Theological Seminary, 5422 Clinton Blvd., Jackson, MS 39209

Reith, Mr. Louis, 3201 Wisconsin Avenue, NW, Apt 505, Washington, DC 20016

*Richardson, Ms. Susan C., 611 Wataga Drive, Louisville, KY 40206

Robbins, Mr. Stephen, 50 Buttonwood Drive, Lititz, PA 17543

Robinson, Miss Nancy, Catalog Librarian, Southern Baptist Theological Seminary, 2825 Lexington Road, Louisville, KY 40280

*Robinson, Miss Vera, Catalog Librarian, Schools of Theology in Dubuque-University of Dubuque Library, 2050 University Ave., Dubuque, IA 52001

Rooney, Reverend Eugene M., Woodstock Theological Center Library, Georgetown University, Box 37445, Washington, DC 20013

*Rowe, Dr. Kenneth, RD 3 Box 158, New Hope, PA 18938

Rubinstein, Mr. Ernest H., 130 Garden Street, Hoboken, NJ 07030

Rudeen, Ms. Marlys, Head of Technical Services, North Park Theological Seminary, 3225 W. Foster Avenue,Chicago, IL 60625

Ruf, Mr. Walter, Assistant Librarian, Unification Theological Seminary, 10 Dock Road, Barrytown, NY 12507

*Runis, Ms. Alice, 1415 South Lowell Blvd, Denver, CO 80219

*Runyon, Mrs. Cynthia G., 780 Houston Mill Rd., Atlanta, GA 30329

*Russell, Miss Barbara, 3804 Meadow Road, Apt. 1008, Ft. Worth, TX 76109

Rutledge, Ms. Elizabeth, 32 Chestnut Street, #4, Lynn, MA 01902

Rzeczkowski, Reverend Eugene, Dominican College Library, 487 Michigan Avenue, NE, Washington, DC 20017

*Salgat, Dr. Anne-Marie, 541 College Avenue, Apt. N-205, Lancaster, PA 17603
Sanchez, Mr. Hector Ruben, Seminario Evangeico De Puerto Rico, Avenue Ponce De Leon 776, Hato Rey, Puerto Rico 00918
Sanderlin, Ms. Sylvia, Librarian, Trinity Episcopal School for Ministry, 311 Eleventh Street, Ambridge, PA 15003
*Saner, Ms. Eileen K. Librarian, Associate Mennonite Biblical Seminary, 3003 Benham Avenue, Elkhart, IN 46517
*Sayre, Mr. John, Librarian, Graduate Seminary Library, Box 2218, University Station, Enid, OK 73702
Schultz, Reverend Erich R. W., Wilfrid Laurier University Library, Waterloo, Ontario, Canada N2L 3C5
Schultz, Jr., Prof. Oscar C., 1021 Washington Avenue, Findlay, OH 45840
Scoggins, Mrs. Lillian, 136 East Gorgas Lane, Philadelphia, PA 19119
Scott, Reverend James F., Librarian, Multnomah School of the Bible, 8435 N.E. Glison Street, Portland, OR 97220
Scott, Mrs. Mary Ellen, 327 Hillcrest Ave., Pittsburgh, PA 15237
*Shaffer, Mr. Kenneth M., Acquisitions Librarian, Bethany/Northern Baptist Seminary, Oak Brook, IL 60521
Shute, Reverend Daniel, Librarian, Presbyterian College, 3495 University, Montreal, Quebec, Canada H3A 2A8
Sivigny, Reverend Robert, CBN University Library, CBN Center, Virginia Beach, VA 23463
Smith, Dr. Martha M., Head Librarian, St. Mary's College, 900 Hillsborough, Raleigh, NC 27603-1689
*Smith, Mr. Newland F., Seabury-Western Library, 2122 Sheridan Road, Evanston, IL 60201
*Smith, Reverend Paul M., Western Theological Seminary, Holland, MI 49423
*Soler, Ms. Eleanor, Librarian, New York Theological Seminary, 5 W 29th Street, New York, NY 10001
*Sparks, Dr. William, Librarian, St. Paul School of Theology, 5123 Truman Road, Kansas City, MO64127
*Spoor, Mr. Richard D., Apt. F-10, 116 Pinehurst Avenue, New York, NY 10033
Steiner, Mr. Samuel, Conrad Grebel College, Westmount Road North, Waterloo, Ontario, Canada N2L 3G6
Stitzinger, Mr. James F., Librarian, Calvary Baptist School of Theology, Valley Forge Road, Lansdale, PA 19446
Stockdale, Ms. Kay, Librariann, Historical Foundation of the Presbyterian/Reformed Churches, Box 847, Montreat, NC 28757
*Stokes, Mr. Thomas, Jr., Librarian, Emmanuel School of Religion, Route 6, Box 500, Johnson City, TN 37601

*Strothotte, Dr. Guenter, Development Librarian, Regent College, 2130 Wesbrook Mall, Vancouver, B. C., Canada V6T 1W6

Stuehrenberg, Reverend Paul, 280 Bayard Ave., North Haven, CT 06518

Suput, Dr. Ray R., 1405 North Duane Road, Muncie, IN 47304

Swayne, Miss Elizabeth, Reference Librarian, Boston University School of Theology, 745 Commonwealth Avenue, Boston, MA 02215

*Tantoco, Ms. Dolores, Memorial Library, University of Notre Dame, Notre Dame, IN 46556

Tarpley, Mrs. Margaret, Associate Librarian, Nigerian Baptist Theological Seminary, Box 30, Ogbomosho, Nigeria

*Taylor, Ms. Sharon, Speer Library, Princeton Theological Seminary, P.O. Box 111, Princeton, NJ 08542

Taylor, Mrs. Wilma, Director, Ambassador College Library, P.O. Box 111, Big Sandy, TX 75755

Thomas, Mr. Page A., Associate Librarian, Bridwell Library, Perkins School of Theology, Southern Methodist University, Dallas, TX 75275

*Thomason, Mrs. Dorothy, Head Cataloger, Union Theological Seminary in Virginia, 3401 Brook Rd., Richmond, VA 23227

*Thompson, Mr. John W., Head of Cataloging, United Library, 2121 Sheridan Road, Evanston, IL 60201

Tibesar, Reverend Leo, Director of the Library, St. Paul Seminary, 2260 Summit Avenue, St. Paul, MN 55105

Tranfaglia, Ms. Twyla Lynn, Librarian, Institute for Christian Studies, 6213 Green Oaks Drive, Austin, TX 78746

*Treesh, Ms. Erica, Editor, ATLA Religion Indexes, 5600 S. Woodlawn Avenue, Chicago, IL 60637

*Trotti, Dr. John, Librarian, Union Theological Seminary in Virginia, 3401 Brook Road, Richmond, VA 23227

*Troutman, Mr. Joseph E., 375 Ralph McGill Blvd., Apt. 202, Atlanta, GA 30312

Truscott, Ms. Myfawny, Librarian, Campion College, University of Regina, Regina, Saskatchewan, Canada S4S 0A2

Tuck, Ms. Sherrie, 309 North Main, Owasso, OK 74055

Ubach, Bartomeu, Librarian, Ecumenical Institute for Advanced Theological Studies, Box 19556, Jerusalem, Israel

Umenhofer, Reverend Kenneth, Library, Gordon-Conwell Theological Seminary, South Hamilton, MA 01982

Umoh, Ms. Linda, Catalog Librarian, Bridwell Library, Southern Methodist University, Dallas, TX 75275

Urr, Mr. Clifford, Head Public Services Librarian, St. Mark's Library, General Theological Seminary, 175 Ninth Avenue, New York, NY 10011

Vandegrift, Reverend J. Raymond, Dominican College Library, 487 Michigan Avenue, N.E., Washington, DC 20017

*VanDelinder, Reverend Bonnie L., Public Services Librarian, Colgate Rochester, 1100 S Goodman Street, Rochester, NY 14620

Vorp, Mr. Donald M., Speer Library, Princeton Theological Seminary, Princeton, NJ 08540

Votaw, Mr. Floyd M., 109 Fifteenth Street, Winona Lake, IN 46590

Walker, Ms. Constance, Librarian, St. Mary's Seminary Library, 9845 Memorial Drive, Houston, TX 77024

*Walker, Mr. John Mack, III, Technical Services, Librarian, Historical Foundation, P.O. Box 847, Montreat, NC 28757

Wallace, Mr. James, Library Director, Hispanic Baptist Theological Seminary, 8019 South Pan Am Expressway, San Antonio, TX 78224

Walters, Ms. Mary, RD 2 Box 65, Coatesville, PA 19320

Warren, Mrs. Brenda G., 5796 N Circuit, Beaumont, TX 77706

*Wartluft, Reverend David J., Director of the Library, Lutheran Theological Seminary at Philadelphia, 7301 Germantown Avenue, Philadelphia, PA 19119

Weidenhamer, Reverend Bradley, Librarian, Ashland Theological Seminary, 910 Center Street, Ashland, OH 44805

*Weimer, Miss Ferne L., 432 Countryside Drive, Wheaton, IL 60187

Wells, Reverend Keith P., Box R-12, Drew University, Madison, NJ 07940

*Wenderoth, Dr. Christine, Reader Services Librarian, Columbia Theological Seminary, 701 Columbia Drive, Decatur, GA 30031

Wente, Mr. Norman, Librarian, Luther Northwestern Theological Seminary Library, 2375 Como Ave., St. Paul, MN 55108

Westerhaus, Reverend Martin, Librarian, Wisconsin Lutheran Seminary, 6633 W. Wartburg Circle, Mequon, WI 53092

*Whipple, Dr. Caroline B., 4940 East End Avenue, #15, Chicago, IL 60615

*White, Mr. Cecil R., 161 Delores Street, #5, San Francisco, CA 94103

*Willard, Dr. Charles, Librarian, Speer Library, Box 111, Princeton Theological Seminary, Princeton, NJ 08540

*Williams, Ms. Mary, 1051 Overlook Road, Berkeley, CA 94708

Williams, Reverend Roger, Nazarene Bible College, P.O. Box 15749, Colorado Springs, CO 80935

Williamson, Mrs. Jane, 7989 Claredale, Bartlett, TN 38134

*Wilson, Ms. Ruth, Technical Services Librarian, Reformed Theological Seminary, 5422 Clinton Blvd., Jackson, MS 39209

Wilson, Ms. Virginia G., 48 Brand Ave., Wilmington, MA 01887

Winter, Mr. Theodore, 3216 Chamberlayne Avenue, Richmond, VA 23227

Wittig, Dr. Glen, Associate Professor, School of Library Science, S.S. Box 5146, Hattiesburg, MS 39406-5146

*Wrotenbery, Mr. Carl R., Director of the Library, Southwestern Baptist Theological Seminary, P.O. Box 22000, Ft. Worth, TX 76122

*Wunderlich, Mr. Clifford, P.O. Box 1225, Cambridge, MA 02238

Young, Brother Jerome, Acquisitions Librarian, Mt. Angel Abbey Library, St. Benedict, OR 97373

Zimpfer, Mr. William, Librarian, Boston University School of Theology, 745 Commonwealth Avenue, Boston, MA 02215

Zink, Mrs. Esther, Librarian, Fred J. Graham Library, Trinity Bible Institute, Ellendale, ND 58436

*Zirbes, Sr. Collette, Assistant Librarian, Salzmann Library, St. Francis Seminary, 3257 S. Lake Drive, Milwaukee, WI 53217

Zulewski, Gerald, 24-D Blue Jay, Lakehurst, NJ 08733

*Zweck, Pastor Trevor, Luther Seminary, 104 Jeffcott Street, North Adelaide, South Australia 5006

ASSOCIATE MEMBERS

Abernathy, Mr. William, Asbury College, Wilmore, KY 40390

Aldrich, Reverend Mrs. Willie, Hood Theological Seminary, Livingstone College, 800 West Thomas Street, Salisbury, NC 28144

*Allenson, Mr. Robert, Allenson-Breckinridge Books, Box 447, Geneva, AL 36340

Altmann, Mr. Thomas, Religion And Philosophy, Milwaukee Public Library, 814 W. Wisconsin Ave., Milwaukee, WI 53233

Baker, Mr. Steve, PO Box 241, Tigerville, SC 29688

Bernard, Mr. Patrick S., 3509 Clairton Drive, Mitchelville, MD 20716

Brown, Mr. Stephen P., Associate Director, Cedarville College Library, Box 601, Cedarville, OH 45314

Brown, Mr. Terrence Neal, Serials & A/V Librarian, Mid-America Baptist Theological Seminary, 1255 Poplar Avenue, Memphis, TN 38103

Burnett, Mr. Daniel L., 4823 N.E. 47th Ter., Kansas City, MO 64117-1337

Caddy, Reverend James L., Borromeo College of Ohio, 28700 Euclid Avenue, Wickliffe, OH 44092

*Calvin, Mr. Bruce C., 632 F Street, N.E., Washington, DC 20002

Cavanaugh, Mr. Martin, 1102 Belleville , Lebanon, IL 62254

Cheatham, Mr. Gary, 3629 Warner Drive, #218, Knoxville, TN 37912

Colclasure, Ms. Virginia, 3415 Frenora Court, Falls Church, VA 22042

Corbly, Mr. James E. 640 Starboard Ct. West, Apt. A, Oshkosh, WI 54901

Cornish, Mr. Graham, T.A.B.S., 33 Mayfield Grove, Harrogate, North Yorkshire, HG1 5HD, England

Cullnane, Mr. Chris II, 3020 Mt. Vernon Ave, Evansville, IN 47712

DeNoble, Reverend Augustine, Mt. Angel Abbey, St. Benedict, OR 97373

*Derrick, Ms. Mitzi J., 3133 Lakewood Avenue, Columbia, SC 29201

Desmarais, Mr. Norman, 467 River Road, Lincoln, RI 02865

Diehl, Miss Katharine, Box 358, McQueeney, TX 78123

Dorn, Dr. Knut, Otto Harrassowitz, Taunusstrasse 5, Postfach 2929, D-6200 Wiesbaden, West Germany

Drost, Mr. Jerome, 198 Princeton Ave., Apt. 3, Amherst, NY 14226

Eury, Miss Jessie C., Librarian Emerita, Lincoln Christian College, Box 178, Lincoln, IL 62656

Evans, Reverend Paul, The Anglican Bibliopole, Church St., RD 3, Box 116, Saratoga Springs, NY 12866

Farrell-Duncan, Howertine, 13204 Twinbrook Parkway, #T3, Rockville, MD 20851
Frazer, Dr. Ruth F., PO Box 2094, Palm Coast, FL 32307
Gage, Mr. Laurie Edward, Gage Postal Books, Box 105, Westcliffe-on-Sea, Essex, England SS0 8EQ
Goodall, Mrs. Mara J., Churches of Christ Theological College, Gibbons St. & Pennant Hills, Carlingford, NSW, Australia 2118
Gorman, Reverend Gary E., School of Information Studies, Riverina-Murray Institute of Higher Education, PO Box 588, Wagga Wagga, NSW 2650, Australia
Grenga, Miss Kathy Ann, 1900 Richard Jones Road, B111, Nashville, TN 37215
Harris, Reverend William Owen, 723 Clarendon Place, Indianapolis, IN 46208
Haymes, Mr. Don, Editor-in-Chief, Mercer University Press, Macon, GA 31207
*Henderson, Mrs. Kathryn Luther, 1107 E. Silver Street, Urbana, IL 61801
*Henderson, Mr. William, 1107 E. Silver Street, Urbana, IL 61801
Hight, Ms. Beatrice A., 4009 Wellesley Drive, Northeast, Albuquerque, NM 87107
Hoffmann, Mr. John, 586 Oak Valley Drive, St. Louis, MO 63131
Hornbeck, Mr. David S., 227 S. 13th East, Apt. 2, Salt Lake City, UT 84102
Howard, Mr. John, Librarian, New College Library, Mound Place, Edinburgh 1, Scotland
Howard, Miss Rachel, Box 127, Franklin Springs, GA 30639
Janssen, Mr. Horst, Stern-Verlag/Janssen Co., Friedrichstrasse 26, P.O. Box 7820, Duesseldorf, West Germany
Jones, Mr. Robert, Theological Research Exchange Network, 5420 NE Glisan, Portland, OR 97213
Kirley, Mr. Michael D., Apt. 508, 505 South La Fayette Park Place, Los Angeles, CA 90057
*Kissinger, Mr. Warren, 6309 Queens Chapel Road, Hyattsville, MD 20782
Kulp, Mr. William A., 305 W. Pope Ave., Monticello, AR 71655
*Lawson, Miss Jane A., 725 E College Street, Apt. 7, Georgetown, KY 40324
Lee, Mr. Geoffrey J., Assistant to the Director, Vanderbilt University Library, Box 155, Peabody College, Nashville, TN 37203-5601
Leidenfrost, Reverend T. E., Lutheran Church, Box 1046, Monrovia, Liberia, West Africa
Martin, Mr. Peter-John, Apt. 401, 2121 H Street, NW, Washington, DC 20037
Mayhood, Reverend Gary W., R.D. #1 Box 46, Earlville, NY 13332

Moryl, Mr. John, 71 Lincoln Street, Jersey City, NJ 07307
Nairn, Mr. Charles E., 903 Prospect, Sault Ste. Marie, MI 49783
Parker, Mrs. Harold, Jr., 500 East Virginia, Gunnison, CO 81230
*Peterson, Mr. Michael D., 77 Bolinas Ave., San Anselmo, CA 94960
Platt, Reverend Dr. Warren C., 255 W. 23rd Street, Apt. 30E, New York, NY 10011
Reepmeyer, Ms. Marie C., 18 Bertha Street, Albany, NY 12209
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Robinson, Mr. Kim, Librarian, Moore Theological College, 1 King St., Newton N.S.W., Australia 2042
Rouze, Ms. Christine Lynne, 1505 Spring Valley Drive, Racine, WI 53405
Sack, Dr. Nobel, Archivist, Library, Western Evangelical Seminary, 4200 Southeast Jennings Ave., Portland, OR 97222
Schilke, Mr. Michael D., 1846 North 81st, Wauwatosa, WI 53213
Smith, Mr. L. L., Librarian, College of the Bible, 7 Elm Road, Glen Iris, Victoria, 3146, Australia
Smith, Reverend Robert E., St. Luke Evangelical Lutheran Church, 721 South Market, St. Winamac, IN 46996
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Zweck, Pam

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Compiled by
Betty A. O'Brien
Editor of the Proceedings

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