

SUMMARY OF PROCEEDINGS

Twenty-eighth Annual Conference

AMERICAN THEOLOGICAL LIBRARY ASSOCIATION

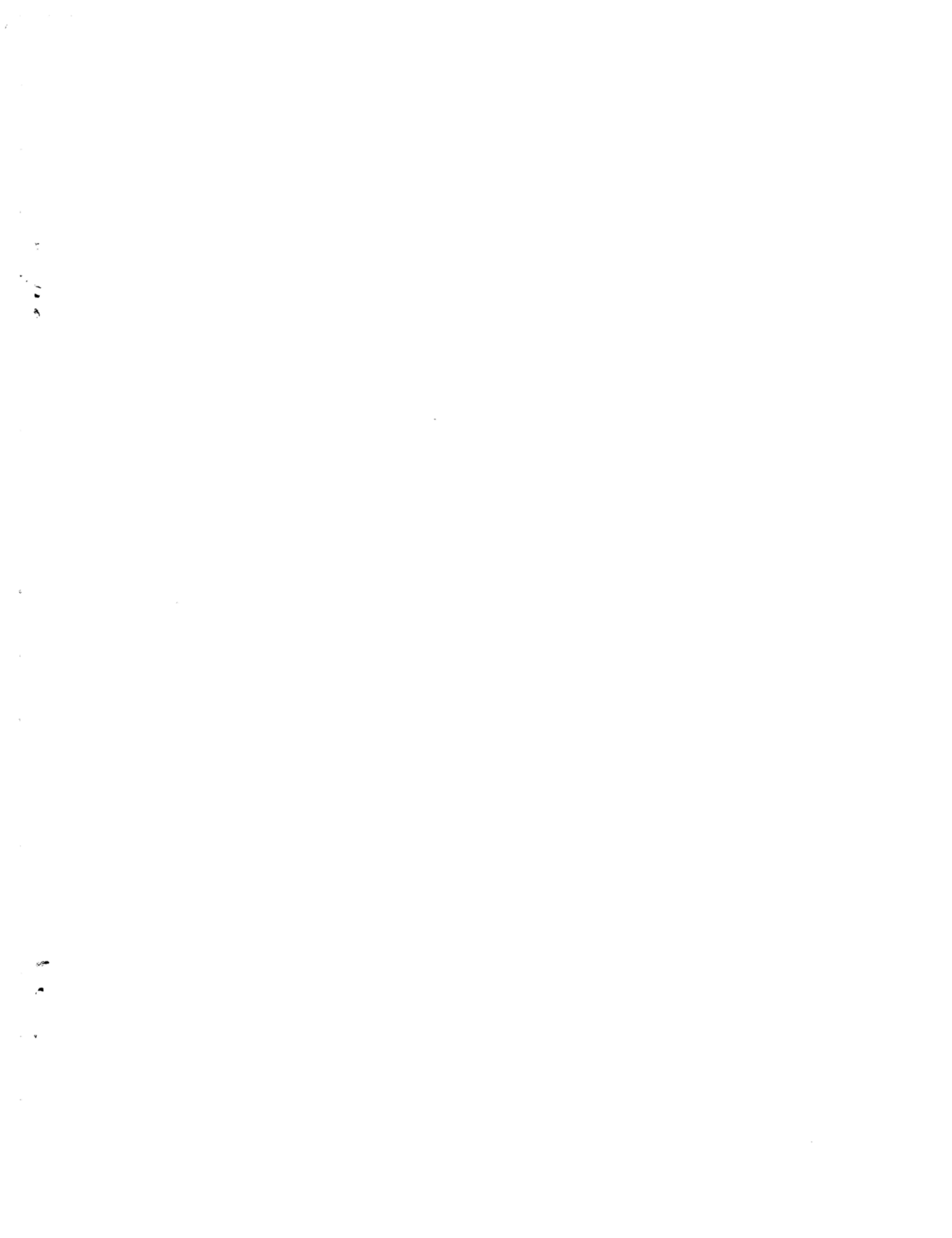
ILIFF SCHOOL OF THEOLOGY
DENVER, COLORADO

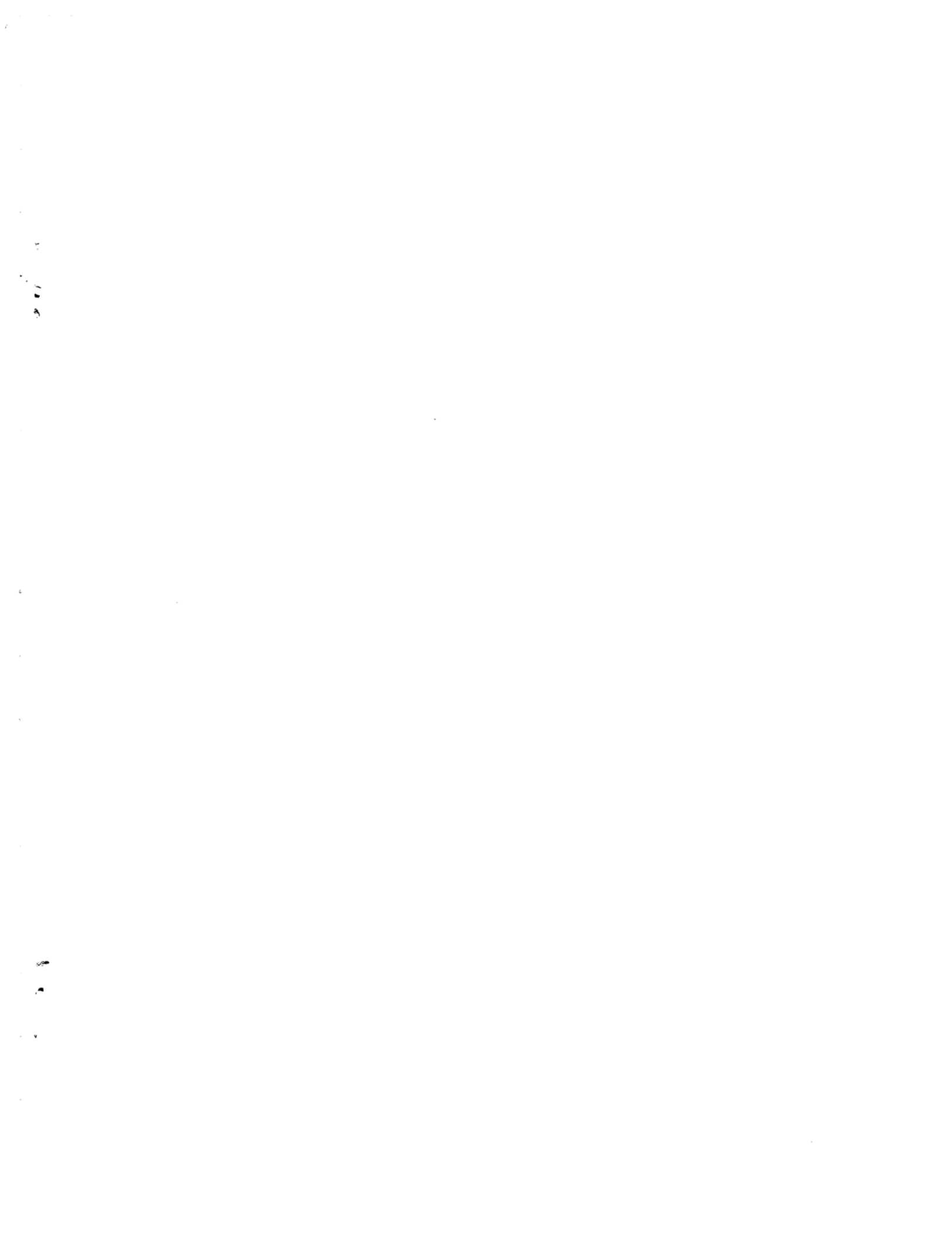
June 17–21, 1974

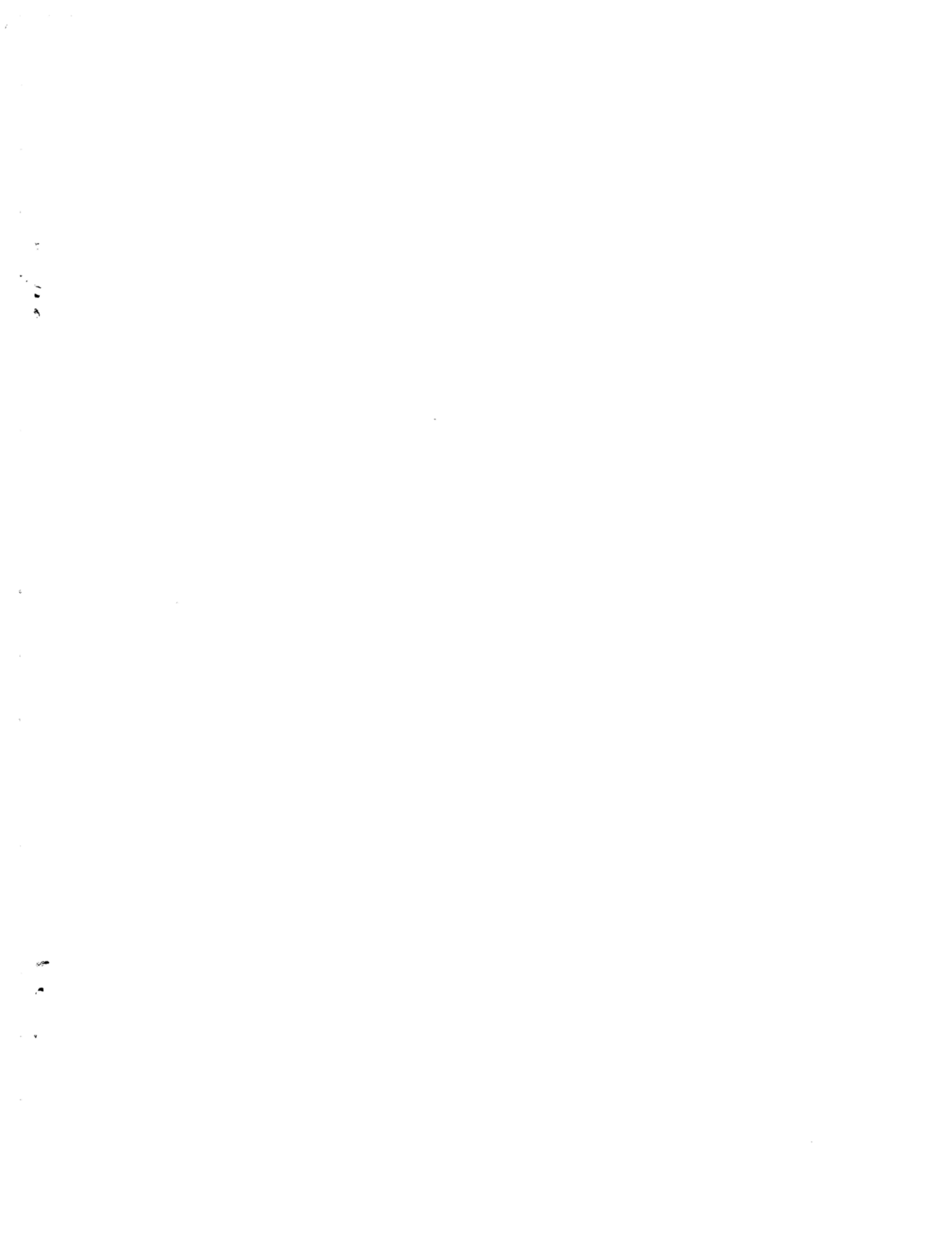
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Philadelphia, Pennsylvania 19119

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PREFACE

Again the editor's gremlins, first cousins of printers' devils, managed to frustrate human endeavor on the eve of success. We had promised ourselves a relatively early publication, and the major portion of copy was ready for printing in October when the bastions of bibliomania could no longer contain the forces of chaos. As a result four all too long, all too swift months have elapsed until we were ready for the press.

The format and arrangements are familiar to members from past years. Again your editor has taken the liberty of condensing reports and addresses in the interests of conservation of resources and expenses. He trusts that those who find themselves abridged will not find themselves misrepresented.

Even at this removed date the memories of the Rocky Mountains which harbored us for the Denver conference [and your editor's family for several weeks thereafter] and of the personnel at Iliff who cared for every need are evidence that the 1974 conference will linger pleasantly for those who were there. Our earnest apologies go to those members who have had to wait for this moment for a vicarious contact with activities at Denver.

As indications of setbacks we might share the fact that our home, including ATLA's corner, was burgularized. To our great relief the typewriter which had produced sixty or seventy per cent of the Proceedings was left enroute to an apparently rapid exit, and all finished copy remained in tact.

As this year's copy burgeoned due to the diligent fingers of my wife Joy, so did life within. We look expectantly to an imminent family addition as this copy goes to the printer.

We trust that ideas presented here mingled with your reactions will spurn ATLA on to new insights, self-understandings, and avenues to service in these trying times.

David J. Wartluft
Executive Secretary

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ATLA BOARD OF DIRECTORS FOR 1974-1975Officers

- President - Oscar C. Burdick
Pacific School of Religion, 1798 Scenic Avenue,
Berkeley, California 94709
- Vice-President - Roland E. Kircher
Wesley Theological Seminary, 4400 Massachusetts Avenue, NW
Washington, D.C. 20016
- Executive Secretary - David J. Wartluft
Lutheran Theological Seminary, 7301 Germantown Avenue,
Philadelphia, Pennsylvania 19119
- Recording Secretary - Delena Goodman
School of Theology Library, Anderson College,
Anderson, Indiana 46011
- Treasurer - Robert A. Olsen, Jr.
Brite Divinity School, Texas Christian University,
Fort Worth, Texas 76129
- Editor of the Newsletter - Donn Michael Farris
Divinity School Library, Duke University,
Durham, North Carolina 27706

Members-at-Large

- 1972-75 - Wilson N. Flemister, Interdenominational Theological
Center, 671 Beckwith Street S.W., Atlanta, Georgia 30314
- Lucille Hager, Joint Project for Theological Education
(Concordia Seminary in Exile), 3634 Lindell Boulevard,
St. Louis, Missouri 63108
- 1973-76 - Simeon Daly, St. Meinrad School of Theology,
St. Meinrad, Indiana 47577
- Elmer O'Brien, United Theological Seminary,
1810 Harvard Boulevard, Dayton, Ohio 45406
- 1974-77 - R. Grant Bracewell, Emmanuel College, Victoria University
Library, 75 Queen's Park, Toronto, Ontario, Canada M5S 1K7
- Elvire R. Hilgert, McCormick Theological Seminary,
800 West Belden Avenue, Chicago, Illinois 60614

Past President

- John David Batsel, Garrett Theological Seminary, 2121 Sheridan Road,
Evanston, Illinois 60201

ATS REPRESENTATIVE

- David Schuller, Association of Theological Schools, P.O. Box 396,
Vandalia, Ohio 45377

BOARDS, COMMITTEES AND OTHER REPRESENTATIVES FOR 1974-75

(For addresses of committee chairmen see pages 135ff.)

ANNUAL CONFERENCES: Erich Schultz, chairperson (1975); Mary K. Spore (1976); Alice Kendrick (1977)

ARCHIVIST: Gerald Gillette (1976)

BUREAU OF PERSONNEL AND PLACEMENT: Robert M. Matthews, Jr. (Until February 1975. Abolished by Board of Directors and replaced by Clearinghouse under the administration of the Executive Secretary.)

CATALOGING AND CLASSIFICATION: Thomas C. Rick, Chairperson (1976); Elizabeth Anne Smith (1975); Lydia Lo (1977)

LIBRARY CONSULTATION PROGRAM: Cecil R. White, Director (1975)

MEMBERSHIP: Robert M. Matthews, Jr., Chairperson (1976); Leta Hockett (1977); David McWhirter (1975)

NEWSLETTER: Donn Michael Farris, Editor (1978)

NOMINATING: Frederick Chenery, Chairperson (1975); Alva Caldwell (1976); Harold Prince (1977)

PERIODICAL EXCHANGE: Paul Debusman, Chairperson (1975); Lawrence H. Hill (1976); Jerry Campbell (1977)

PERIODICAL INDEXING: Calvin H. Schmitt, Chairperson (1976); Helen B. Uhrich (1975); Richard Linebach (1975); Grant Bracewell (1977); Edgar Krentz (1977)

PUBLICATION: Channing Jeschke, Chairperson (1975); Kenneth Rowe (1976); Don Huber (1977)

READER SERVICES: Martha Aycock, Chairperson (1975); Donald W. Dayton (1976); Les Galbraith (1977)

STANDARDS OF ACCREDITATION: Earle Hilgert, Chairperson (1976); Stephen L. Peterson (1975); Jim Caddy (1977)

STATISTICIAN: David E. Green (1976)

SYSTEMS AND STANDARDS: Robert Maloy, Chairperson (1975); Kenneth G. O'Malley (1976); Robert Dvorak (1977)

REPRESENTATIVES TO CNLA: Arthur E. Jones, Jr. (1976); Niels Sonne (1975)

REPRESENTATIVES TO CSR: Roland E. Kircher (1977); Kenneth E. Rowe (1976); David J. Wartluft (ex officio)

REPRESENTATIVE TO USBE: Donald Matthews (1975)

AD HOC COMMITTEE ON PERSONNEL EXCHANGE: Alva Caldwell, Chairperson; Walter Alan Tuttle; Thomas Edward Camp

AD HOC COMMITTEE ON THE IMPLEMENTATION OF THE JOINT ATS-ATLA TASK FORCE REPORT: Grant Bracewell, Chairperson; Al Hurd, John Batsel

PROGRAM 28th ANNUAL CONFERENCE

Denver, Colorado

Monday, June 17

2:00 - 9:00 P.M.
Registration

2:00 - 5:00 P.M.
Board of Directors Meeting (Open to Members)

5:30 - 6:30 P.M. Dinner

7:00 P.M. Reception

8:30 - 10:00 P.M. Board of Directors Meeting

Tuesday, June 18

7:15 - 8:30 A.M. Breakfast

8:30 A.M.

CONFERENCE SESSION I

The Rev. Jerry D. Campbell, Assistant Librarian,
Ilf School of Theology, presiding

WELCOME - Dr. B.F. Jackson, Jr., Director, Iliff Theological
Seminary Library

KEYNOTE ADDRESS - Ethics: A Case Study in Library Unionization,
Dr. Robert Stueart, Graduate School of Librarian-
ship, University of Denver, and Dr. Dana Wilbanks,
Ilf School of Theology

- Discussion Leaders: Peter DeKlerk, David Green,
Sarah Lyons, Betty O'Brien, Molly Spore, and
Elizabeth Swayne

10:30 A.M. Coffee Break

11:00 A.M.

Keynote Group Reports, Questions and Answers

12:00 noon

CHAPEL - The Rev. Simeon Daly, Librarian, St. Meinrad School of
Theology

12:30 P.M. Lunch

1:30 P.M. Board of Directors Meeting

2:00 P.M. Open Committee Meetings

3:00 P.M.
 Tour of Air Force Academy and the Garden of the Gods,
 and Dinner at the Flying W Ranch

Wednesday, June 19

7:15 - 8:30 A.M. Breakfast

8:30 A.M.
 CONFERENCE SESSION II

ADDRESS - Automation, Mr. Philipp R. Heer, Graduate School of
 Librarianship, University of Denver

SLIDE PRESENTATION - The Gutenberg Bible, Niels Sonne, Librarian,
 General Theological Seminary, New York

10:30 A.M. Coffee Break

11:05 A.M.
 BUSINESS SESSION I
 John Batsel, President ATLA,
 Librarian, Garrett Evangelical/Seabury-Western Seminary, presiding

REPORTS - Treasurer's Report

- Budget for 1974-75

- Amendments to By-Laws

- Ad Hoc Committee on an ATLA Journal

ADDRESS - Index to Religious Periodical Literature, Miss G. Fay
 Dickerson, Editor, IRPL

12:30 P.M. Lunch
 Board of Directors Luncheon Meeting

2:00 P.M.
 DIVISION MEETINGS

ADMINISTRATION - Susan A. Schultz, Director of Library Services,
 Asbury Theological Seminary

TECHNICAL SERVICES - Margaret Whitelock, Cataloger, Princeton
 Theological Seminary

READERS' SERVICES - Les R. Galbraith, Librarian, Christian
 Theological Seminary, Indianapolis

3:00 P.M.
 Tour of Central City and St. James United Methodist
 Church

CHAPEL - The Rev. Brooks B. Little, Director, The Upper Room
Devotional Library and Museum

Thursday, June 20

7:15 - 8:30 A.M. Breakfast

8:30 A.M.

CONFERENCE SESSION III

ADDRESS - International Standard Bibliographic Description, Monographs,
Dr. Oliver T. Field, Graduate School of Librarianship,
University of Denver

PRESIDENTIAL ADDRESS - Alternative Futures for ATLA, John D. Batsel,
President ATLA

10:10 A.M. Coffee Break

10:45 A.M.

BUSINESS SESSION II
John Batsel, presiding

REPORTS - Tellers Report

- Committee Reports
- Amendments to By-Laws

12:30 P.M. Lunch

2:00 P.M.

CHAPEL - Dramatized Methodist Class Meeting, written by Jerry
Campbell, Iliff School of Theology

3:00 P.M.

DENOMINATIONAL MEETINGS

4:00 P.M.

BUSINESS SESSION III

REPORTS - Board of Directors, David J. Wartluft, Executive
Secretary ATLA

- Committee Reports

7:30 P.M.

BANQUET

INVOCATION - The Rev. Simeon Daly

RECOGNITION OF RETIREES

REPORT OF THE RESOLUTIONS COMMITTEE, Dr. Paul Roten, Committee
Chairman

ADDRESS - The Social Responsibility of Higher Education, Dr.
Maurice B. Mitchell, Chancellor, University of Denver

Friday, June 21

9:00 A.M.

New Board of Directors Meeting

MINUTES OF THE BUSINESS SESSIONS

TWENTY-EIGHTH ANNUAL CONFERENCE

Iliff Theological Seminary, Denver, Colorado
June 19-20, 1974

Wednesday, June 19, 1974, 11:05 a.m. Session I

The meeting was called to order by President John Batsel.

Annual Conference locations were announced:

Gordon-Conwell Theological Seminary, South Hamilton,
Massachusetts, 1975

Calvin College and Seminary, Grand Rapids, Michigan, 1976

Invitations are open for the Conference for 1977

New committee appointments were announced, as included in the listing of committees on p. ix.

Warren Mehl presented the Treasurer's Report. The adoption of the report was moved, seconded and adopted,

Warren Mehl presented the proposed budget.

ANTICIPATED INCOME

Dues	\$10,500.
Transfers	400.
Sales	500.
Interest	<u>1,000.</u>
TOTAL	\$12,400.

ANTICIPATED EXPENDITURES

Printing	\$ 4,000.
Officers and Committees	3,050.
Honoraria	
Ex. Secretary	1,000.
Treasurer	400.
Editor	500.
Office Supplies & Expenses	750.
Consultation Program	1,000.
Professional Services	750.
Council on Study of Religion	490.
Fidelity Bond	110.
Contingency	<u>550.</u>
TOTAL	\$12,600.

Warren Mehl moved the adoption of the Proposed Budget for 1974-75.
Seconded. Carried.

Peter VandenBerge presented the following proposed By-Law for Chapters:

First

Article III is hereby deleted and a new Article III substituted in place thereof as follows:

Article III

3.1 In General - The Corporation may (1) enroll or withdraw as an institutional member or an affiliate 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 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.

Second

The provisions of this Amendment shall be effective immediately upon its adoption by the Members in accordance with Article XXI of the By-Laws of the Corporation.

Peter VandenBerge moved the adoption of the Amendment. Seconded. Passed by vote of full and institutional members.

Report of the Ad Hoc Committee on an ATLA Journal [for full report, see Proceedings, p.18.]

Propositions made by Glenn Wittig and the Committee:

1. Continue to publish through the Proceedings and Newsletter.

2. Re-negotiate with the editorial board of Theological Education to publish there.

Glenn Wittig moved that the report itself be received by the Association. Seconded. Passed.

Charles Willard moved that we express our appreciation to Glenn Wittig and the Committee for their work. Seconded. Passed.

Oscar Burdick introduced guests to the Conference:

Mr. Chang Ui Kim of Lombard, Illinois and of Korea who has been the Executive Secretary of our parallel association in Korea; and

Mr. Herman Burnick, a visitor from Microbook Library.

G. Fay Dickerson, Editor, Periodical Index of Religious Literature, presented the report of that Board. [see Proceedings, p.87.]

The meeting was adjourned at 12:25 p.m.

Thursday, June 20, 1974, 9:30 a.m. Session II

Presidential address by John Batsel - "Alternative Futures for ATLA."

President John Batsel made an announcement concerning information received from Jesse Ziegler via a phone call relative to a grant program for library staff development:

1. \$48,000 will be available for librarians for study (12 persons per year)
2. First awards will be granted in 1975/76
3. A Panel to act on award requests will be named by ATS

The meeting was adjourned at 10:15 a.m.

Thursday, June 20, 1974, 10:50 a.m. Session III

President John Batsel called the meeting to order.

The President spoke words of appreciation for members of the Board who were completing their terms of service this year: Warren Mehl, Treasurer; Ronald Diener, Resigned; John Trotti, Board Member; and Peter VandenBerge, Past President.

Tellers' Report - Betty Alice O'Brien, chairperson, reported the election of the following:

Vice President-----	Roland E. Kircher
Treasurer-----	Robert A. Olsen, Jr.
Board of Directors-----	Susan A. Schultz, John L. Sayre
Board of Microtext-----	Elvire R. Hilgert
Board of Periodical Indexing-----	R. Grant Bracewell
Yes vote appointment to Bd. of Microtext-----	Pamela Darling
Yes vote appointment to Bd. of Periodical Indexing-----	
	Edgar M. Krentz

The Tellers' Report was received.

Committee Reports:

ATLA Board of Microtext - Charles Willard moved the acceptance of the distributed report. Seconded. Passed.

Periodical Index Board - Calvin Schmitt moved that the

report distributed be received. Seconded. Calvin Schmitt moved a memorial minute be prepared for Lucy W. Markley and be made a part of the report. Passed.

Oscar Burdick mentioned other members of the Association who had died and expressed thanks for these people and their contribution to the Association and to our lives.

Miss Marjorie Atkinson, tribute by Oscar Burdick
 Lucy B. Markley, tribute by Calvin Schmitt (Died 5/24/74)
 Carrie R. Simmers, tribute by Murray L. Wagner (Died 6/13/74)
 Karl Schild, tribute by David Wartluft (Died 12/5/73)
 Clara Byers, tribute by Oscar Burdick

Bureau of Personnel and Placement - Robert M. Matthews, Jr. moved the acceptance of the distributed report. Seconded. Passed.

Cataloging and Classification Committee - Margaret Whitelock moved the acceptance of the distributed report. Seconded. Passed.

ATLA Library Consultation Program - Keith C. Wills moved the acceptance of the report as distributed. Seconded. Passed. John Batsel called for a correction. His consultation at North Park was for one day instead of two.

John Batsel recognized and welcomed Dr. John Ness as guest to the conference.

ATLA Membership Committee - Robert A. Olsen, Jr., moved the acceptance of the report as distributed. Seconded. Passed.

Peter VandenBerge presented the following Amendments to the By-Laws of the American Theological Library Association:

ARTICLE V

Dues

5.1 Delete the present scale of annual dues for Institutional members and substitute the following based on annual operating expense:

Up to - \$ 50,000 -	\$30.00
\$ 50,001 - 75,000 -	35.00
75,001 - 100,000 -	40.00
100,001 - 125,000 -	45.00
125,001 - 150,000 -	50.00
150,001 - 175,000 -	55.00
175,001 - 200,000 -	60.00
200,001 - up	65.00

Peter VandenBerge moved that Article V, Section 1 be approved. Seconded. Approved by Full Members and Institutional Members.

5.2 Delete the present scale of annual dues for Full and Associate Members and substitute the following:

<u>Salary Bracket</u>	<u>Full</u>	<u>Associate</u>
Under \$5,000	\$10	\$10
\$5,000 - \$9,999	20	15
\$10,000 - 14,999	25	20
\$15,000 and up	30	25

Peter VandenBerge moved that Section 2. A. be approved. Seconded. Grant Bracewell moved an amendment to the Associate Member scale: Under \$5,000 - \$10; \$5,000 - 9,999 - \$10; \$10,000 - 14,999 - \$15; \$15,000 up - \$15. Seconded. Failed. Main motion carried with the vote of full and institutional members. Charles Willard requested that his negative vote be recorded.

Peter VandenBerge presented the "Statement of Interpretation" that had been adopted by the Board of Directors and was not for vote.

Dues for Full and Associate Membership are based on salary, which is understood to mean the basic cash stipend plus any separate housing allowance. Persons who are provided with rent free housing shall regard this as equivalent to 20 per cent of their cash stipend, and shall add this as part of the base salary. Contributed services shall be calculated on the basis of the annual salaries paid for comparable positions in schools of similar size and position. That information can be obtained from the ATS Fact Book.

5.2 Delete "Full members on retired status are exempt from payment of dues" and substitute the following: "Full members in good standing for ten or more years who have reached the age of 65 and no longer carry a full-time library responsibility are exempt from payment of dues."

Peter VandenBerge moved this amendment of Section 2. Seconded. Robert Dvorak moved to amend the motion by striking "65" and substituting "retirement". Seconded. James Else moved to refer Section 2. B. back to the Board of Directors for report next year at the Annual Conference. Seconded. Carried.

5.4 Delete the present section and substitute in place thereof:

5.4 Student Members - The annual dues for student members shall be \$7.50.

Peter VandenBerge moved Section 5.4. Seconded. Carried.

5.6 (Regarding Reinstatement) Add the following phrase to the last sentence of this section - "plus an additional charge of \$2.00."

Peter VandenBerge moved this. Seconded. Carried.

ARTICLE IV

Membership

4.5 Student Members - Delete the present section and substitute in place thereof: "Persons enrolled in accredited theological or library schools may be elected to Student Membership through procedures established by the Board of Directors and by compliance with the conditions prescribed by these By-Laws. No person may be a student member for more than three years."

Moved by Peter VandenBerge. Seconded. Earle Hilgert proposed an amendment that 3 years in Section 5 be changed to 4 years. Seconded. Passed. Grant Bracewell moved that this section be amended by the addition of the words, "Persons qualifying for full membership in Article 4.2 of the By-Laws would not be accepted as student members." Seconded. Passed.

The motion as amended on Article 4.5 reads:

Persons enrolled in accredited theological or library schools may be elected to student membership by procedures established by the Board of Directors and by compliance with the conditions prescribed by these By-Laws. No person may be a student member for more than 4 years. Persons who qualify as full members under Article 4.2 of the By-Laws will not be accepted as student members.

It was moved that we refer Article 4.5 regarding Student members to the Board of Directors for report at the next annual conference. Seconded. Carried.

David Wartluft moved that the Amendments that have been approved be effective at the beginning of the next fiscal year, May 1, 1975. Seconded. Carried.

Peter VandenBerge moved the adoption of the report as a whole. Seconded. Passed by vote of Full and Institutional Members.

The meeting was adjourned at 12:05 p.m.

Thursday, June 20, 1974, 4:00 p.m. Session IV

President John Batsel called the Business Session to order.

David Wartluft shared with the Association a brief outline of the matters that have been considered by the Board of Directors throughout the past year.

Committee Reports:

Periodical Exchange Committee - Paul M. Debusman moved the adoption of the report as distributed. Seconded. Adopted.

Committee on Publication - Paul Hamm moved the adoption of the distributed report with minor changes, correct numbering, and

additions in accordance with the report by Kenneth Rowe. Seconded. Adopted. Paul Hamm indicated that the Association owed a debt of gratitude to Dr. Rowe for inaugurating the ATLA Bibliography Series and the ATLA Monograph Series.

Committee on Standards of Accreditation - Earle Hilgert moved the acceptance of the report. Seconded. Approved.

Statistician - David L. Green moved the acceptance of the report as distributed. Seconded. Accepted.

Committee on Systems and Standards - Kenneth O'Malley read the report. Robert Maloy moved that this report be referred to the Board of Directors for reflection, debate and possible recommendations to the Association. Seconded. Motion to refer passed.

Representatives to CNLA - Niels Sonne moved the acceptance of the distributed report. Seconded. Accepted.

Representative to the United States Book Exchange - Calvin Schmitt moved the report submitted be accepted. Seconded. Accepted.

Report of Ad Hoc Committee on the implementation of the ATS-ATLA Task Force Report - Grant Bracewell moved the report be accepted as information. Seconded. Passed.

Ad Hoc Committee on Faculty Status - Earle Hilgert moved the adoption of the report. Seconded. Passed. Four negative votes are recorded: Peter L. Oliver, Charles Willard, Helen B. Uhrich, Dr. William R. Fritz.

The meeting was adjourned at 5:00 p.m.

Thursday, June 20, 1974, 7:30 p.m. Banquet

David Wartluft introduced the new members that were present.

Tributes were given to retirees: Robert F. Beach, tribute by Susan Schultz; Robert M. Clark, tribute by Grant Bracewell; Esther Evans, tribute by Harriet V. Leonard; Frederick C. Joaquin, tribute by Newland F. Smith; Mildred Schuppert, tribute by Robert Dvorak; Sister Catharine A. Stirewalt, tribute by David Wartluft; Duncan Thomas, tribute by Niels Sonne; Helen B. Uhrich, tribute by Charles Willard; Miriam Waggoner, tribute by Oscar Burdick.

Resolutions were presented for acceptance by Paul Roten. Seconded. Passed with Applause.

The meeting was adjourned at 9:05 p.m.

PART II

COMMITTEE, BOARD AND OTHER REPORTS

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COMMITTEE ON CATALOGING AND CLASSIFICATION

The Committee submits the following report of its activities during the past year:

Theological Subject Headings

Mr. Warren S. Kissinger, a subject cataloger in religion at the Library of Congress has continued to supply the new theological subject headings to us. The committee has undertaken the responsibility of editing them and submitting them for publication in the ATLA Newsletter. We have received many favorable comments about the subject headings; therefore, we feel that this is a service which our committee should continue to perform.

ATLA/AATS Task Force Report

Our committee was requested by the Board of Directors to consider items two and three of the ATLA/AATS Task Force report. Item two, a liaison person with LC, is heartily recommended by our committee. Item three, a staff manual, is a continuing project.

Recataloging/Reclassification Bibliography

As one of our projects this year, intensive work was done toward compiling a recataloging/reclassification bibliography. This was done with the expectation that it would be useful to those of our libraries who are investigating the possibilities of changing to another classification system. We also expect that it will lead into other studies of the various aspects of a reclassification project.

Miscellaneous

Although we did not continue the Cataloging and Classification report form this year, the amount of correspondence handled by the committee was much larger than in the past several years. It is heartening to know that this committee is useful to some of the membership.

Respectfully submitted,

Thomas C. Rick
Elizabeth A. Smith
Margaret Whitelock, Chairperson

AD HOC COMMITTEE ON FACULTY STATUS FOR THEOLOGICAL LIBRARIANS

Function of the Committee

The ATLA ad hoc committee was appointed to review the current "Joint Statement on Faculty Status of College and University Librarians," which was drafted by a committee of the ACRL, AAUP, and AAC, published in College and Research Libraries News (Sept. 1972 and Feb. 1974), and endorsed by the membership of ACRL and to recommend appropriate actions to the Executive Board and Membership of ATLA.

Principal Features of the Joint Statement on Faculty Status

The Joint Statement as published emphasizes the instructional role of librarians in institutions of higher learning and the importance of their participating in the professional academic and institutional concerns of faculty members in those institutions. The justification for requiring faculty status for librarians is based on the function of the librarian as participant in the process of teaching and research. That function requires "latitude in the exercise of professional judgment within the library, a share in shaping policy within the institution, and adequate opportunities for professional development and appropriate reward." Faculty status for librarians entails the same rights and responsibilities as for other faculty members. There should be corresponding entitlement "to rank, promotion, tenure, compensation, leaves, and research funds." Librarians should meet the same process of evaluation and the same standards as other faculty members. In internal governance the library should operate "like other academic units with respect to decisions relating to appointments, promotions, tenure, and conditions of service."

In essence, then, the Joint Statement offers a covering statement of principle in support of the "Standards for Faculty Status for College and University Librarians," which were adopted by the membership of ACRL, June 26, 1971, at Dallas, Texas. It provides, as do the Standards, for variations among institutions within the general framework of various AAUP statements, but, within the same institution, a parity and general similarity in the way professional librarians and instructional faculty shall be regarded and treated. It does not go so far as the Standards for Faculty Status does in terms of suggesting means of implementing the adopted standards. In general, it stops with saying, "This is the way it should be: in academic libraries, librarians should be full members of the faculties of their institutions. On the question of implementation, the Joint Statement enunciates only the principle that, where adequate procedures for extending faculty status to librarians have not already been worked out, it is essential that the general faculty or its delegated agent determine the specific steps by which professional position is to be accorded faculty rank and status.

Present Status of the Joint Statement

The "Joint Statement on Faculty Status of College and University Librarians" has now been endorsed by the Association of College and Research Libraries, the American Association of University Professors, and some twenty-eight library associations. It has not been endorsed by the Association of American Colleges, which participated in the consultations leading to the drafting of the Joint Statement. The Board of Directors of this last organization has decided "not to recommend endorsement to its membership at this time" and so informed its members in January of this year. The AAC Board of Directors takes the position that the Joint Statement is an inadequate document that would "needlessly complicate the situation in some institutions" and that there must be clearer definition of function "lest all librarians be considered automatically eligible for faculty status," which is, of course, exactly the point of the Joint Statement.

Both the Joint Statement and the Standards for Faculty Status have received a fairly full complement of pro and con letters to the editor in the various ALA journals, almost all of which are thus individual responses to the various implications of faculty status, useful in varying degrees as contributions to a long-continuing discussion. The papers on the subject prepared for ATLA's last annual conference at Bethlehem really fall into the same category, although one of them, Barbara Griffis', was partly responsible for the formation of the present ad hoc committee.

At the moment, the question is one of what position ATLA should take with respect to the Joint Statement and to the Standards endorsed by ACRL and ALA. The alternatives would appear to be endorsement, endorsement with some sort of qualifications, or rejection of the Joint Statement. And, if the Joint Statement is endorsed, then the next step would appear to be one of finding ways to incorporate the Standards for Faculty Status into the working standards for theological libraries.

Committee Recommendations and Considerations

The case for full faculty status for all adequately qualified academic librarians has by this time been sufficiently argued and established so that it should need no further justification before the membership of ATLA. No further debate of the principle seems necessary. The problems are implementation and application.

Recommendation One

On this basis, the Committee recommends that ATLA endorse without qualification the Joint Statement on Faculty Status, thus becoming one more professional association lending its weight to support the principle of faculty status for academic librarians.

If this recommendation passes: Recommendation Two

The Committee recommends further steps be taken under the direction of the Executive Board to secure a more uniform interpretation of the qualifications required of a professional librarian within the libraries served by ATLA and, further, that ATLA insist that ATS incorporate within whatever statement of standards it endorses a provision that qualified professional librarians be considered full members of the faculties of member institutions with all the rights, privileges and responsibilities of other faculty members, except that individual institutions may establish such differences in work-hour provisions, vacation schedules, requirements for promotion, and lengths of service in particular ranks before promotion as shall be consonant with institutional requirements and differences in the duties of librarians and classroom instructors.

Respectfully submitted,

Earle Hilgert
Glenn Wittig
Arthur Jones, Chairperson

AD HOC COMMITTEE ON AN ATLA JOURNAL

History

The idea of an association journal has been in the minds of some members for many years. It was first suggested by John Batsel several years ago. Later he and Ron Diener contemplated the preparation of a proposal for submission to the 1973 Conference, and toward that end Mr. Diener sent out a mailing on the subject late in 1972. The proposal, however, was never offered. Instead, Peter DeKlerk, at the request of Mr. Batsel, presented at the 1973 Conference a position paper calling for the establishment of a journal. The Board of Directors at its meeting following the close of the 1973 Conference approved a resolution regarding the establishment of an ad hoc committee "to study the feasibility of having an ATLA journal."

The Committee as a whole did not meet formally during the year. Business was conducted via correspondence, telephone, and a one-day work session between the chairperson and Mr. DeKlerk in Decatur, Georgia.

Functions

It was established early that before concrete proposals could be examined and costing figures tabulated (one form of feasibility study) the feeling of the Association on having a journal should be explored. Would the Association look with favor on the idea of sponsoring/publishing its own journal; would it be a venture supported by the majority? This then was the interpretation of feasibility as accepted by the Committee and became its immediate and primary task. All other concerns were secondary, at least until this question of support was answered. Sponsorship of a journal had not, and has not yet, been approved. The Committee could not justify working on specific proposals for the establishment of a journal until more basic questions and issues had been settled. A questionnaire was used to sample the opinions of the association membership. This was mailed to the membership as an appendix to the November 1973 issue of the Newsletter (vol. 21, no. 2).

Correspondence with editors of several nascent journals was deemed another appropriate way to find points for our consideration on this issue. The responses received, although generally favorable and encouraging, proved to be somewhat marginal to the primary goal.

Later in the year a reply was also made to Elmer O'Brien so that he could in turn formulate for the association a "publication policy of coordination" (intra-association publications and the Council on the Study of Religion Bulletin).

Questionnaire

The questionnaire produced mixed results. The response to it was so poor that the data derived was not statistically valid. Even though the elementary tabulations seemed to provide favorable

evidence for publishing a journal, the over-all weight of the appended comments opposed it. The comments expressed sufficient questions and reservations so the results of the raw data tabulations were countered.

The evidence obtained from several corollary studies conducted primarily to provide data for interpreting the questionnaire likewise proved less than encouraging.

Conclusions

The Committee reached a split decision on the matter before it. The majority considers it unwise and not feasible at this time to publish an association journal. The minority position advocates publication of a journal now.

A supporting document written by the chairperson [p. 128ff.] provides questionnaire response data as well as discussion and interpretation of the same. A few alternative recommendations to the issue of an association journal and the broader matter of publication per se are also included.

By submitting a report in the negative, the committee's majority do not wish to imply that the association could not technically and economically proceed to publish a journal, if it wished. Rather, the committee suggests that publication of a journal should not now be advocated, but other alternatives should be explored and implemented.

Respectfully submitted,

Peter DeKlerk
 Ronald A. Lewis
 Margaret Whitelock
 Glenn R. Wittig, Chairperson

LIBRARY CONSULTATION PROGRAM

The ATLA Library Consultation Program was not extensively promoted during the past year because the Coordinator was in Argentina most of the year on sabbatical leave. However, much appreciation is expressed to Cecil White, who was appointed to serve as Assistant Coordinator and who took care of the details of operating the program during the sabbatical leave period.

Following is a summary of consultation activities during the 1973-1974 year:

<u>Institution</u>	<u>Consultant</u>	<u>Date of Consultation</u>	<u>Current Status</u>
Eastern Baptist Theological Seminary, Philadelphia, Pa.	Inquiry about availability of consultant,	Dec. 21, 1973.	Responded Jan. 8, 1974 that consultant could be provided. No further development.

<u>Institution</u>	<u>Consultant</u>	<u>Date of Consultation</u>	<u>Current Status</u>
Lutheran Theological Seminary, Phila., Pa.	George H. Bricker	March 9, 1972	Completed, Feb. 6, 1974
North Park Theological Seminary, Chicago, Ill.	John D. Batsel	March 20, 1974	Completed, May 20, 1974
School of Theology Library University of the South Sewanee, Tenn.	John D. Batsel	Sept. 25-26, 1973	Completed, Nov. 16, 1973

ATLA expenditures for this program for the past year have been limited to \$300 for honorariums for two consultations. All postage expenses were absorbed by Southwestern Baptist Seminary.

The only commitment pending is a \$150 honorarium to be paid to John D. Batsel upon completion of the North Park Theological Seminary consultation.

There is a need to supplement the roster of qualified consultants who have agreed to serve under the ATLA Library Consultant Program. Suggestions for possible consultants with some indication of experience, training, and special interests, should be sent to Cecil White, Fleming Library, Southwestern Baptist Seminary, Box 22,000-2E, Fort Worth, Texas 76122.

Leaflets describing the purpose and procedures of the ATLA Library Consultation Program are available. Applications for consultation service are to be submitted to David Wartluft, Executive Secretary, ATLA, Lutheran Seminary, Philadelphia, Pennsylvania, 19119.

Respectfully submitted,

Keith C. Wills, Coordinator

MEMBERSHIP COMMITTEE

The Membership Committee met twice at last year's Annual Conference in Bethlehem, Pennsylvania, to discuss membership policy and procedure. One of these meetings was open to ATLA members who wished to bring concerns and questions to the committee; several persons attended. During the remainder of the year committee work has been carried on by correspondence between the members, the President and the Executive Secretary. On two occasions telephone conversations were held with the latter regarding committee matters.

During a general business session of the conference, the committee was represented by the chairman on a panel of committee

chairmen. At that time, the chairman suggested that the committee has a dual responsibility: recruitment and nurture. In order to discharge these responsibilities, the following activities were conducted throughout the year:

1. Recruitment

- a. Five letters were mailed to prospective members; as a result, two new members were added.
- b. Twenty-seven letters were sent to prospective institutional members; from these, three new institutions were added.
- c. A "Prospective Member List" was prepared to assist the ATLA membership in recommending potential new members, both personal and institutional.

2. Nurture

- a. Forty-five welcome letters were mailed to new members who were received during the year.
- b. Forty-three letters were sent to personal members whose dues payments were in arrears; twelve responded and were reinstated.
- c. Four letters were sent to institutions whose dues payments were in arrears; one paid and was reinstated.
- d. "Ability/Interest" questionnaires were included with each welcome letter mailed to new members. Of these, eight were returned and were given to David Green, G.T.U. Reference Librarian, for evaluation. In April, David prepared an excellent tabulation of some forty questionnaires, a copy of which was forwarded to the Nominating Committee for future reference.

Below is a summary of the ATLA membership statistics for the period May 24, 1973 to June 4, 1974. Single losses were recorded in full member and student member categories, while slight gains were shown in retired, associate and institutional categories. Overall, a net gain of nine members was registered, bringing the total ATLA membership to 559, the second highest enrollment in the Association's history.

	Membership May 24, 1973	Additions	Losses	Membership June 4, 1974	Net Gain or Loss
Full	218	26	27	217	-1
Retired(Full)	33	9	3	39	+6
Associate	150	21	20	151	+1
Student	13	5	6	12	-1
Honorary	3	-	-	3	--
Institutional	<u>133</u>	<u>6</u>	<u>2</u>	<u>137</u>	<u>+4</u>
Totals	550	67	58	559	+9

The Committee wishes to thank those who suggested names of prospective members throughout the year and for the cooperation of the Executive Secretary, David J. Wartluft.

Respectfully submitted,

Leta Hockett
 Robert M. Matthews, Jr.
 Robert A. Olsen, Jr., Chairman

BOARD OF MICROTEXT

A distinctive feature of previous reports of this board is a list of individuals and institutions that have contributed in some way to its work during the previous year. The purpose of the report this year, however, will be briefly to bring the entire history of the Board of Microtext before the membership, many of whom were not associated with the ATLA when the Board was founded. Such a review is appropriate at this time as the end of this fiscal year marked the formal conclusion of the service of Raymond P. Morris and his wife, Jean, with the Board.

A lengthy process of writing and defending proposals for the establishment of a microtext program culminated late in 1956 with a grant of \$80,000 from The Sealantic Fund, Inc., during the terms of Robert F. Beach and Helen B. Uhrich as ATLA president. The membership of the first Board of Microtext consisted of Raymond P. Morris, Jaroslav Pelikan (now Sterling Professor of Religious Studies, Yale University), Roscoe M. Pierson, and Decherd Turner, Jr. Since that time, Board members have included the following from the ATLA: John D. Batsel, Maria Grossmann (now Head, Department of Collection Development, Harvard College Library), Ray R. Suput (now Director, University Library, and Head of Department and Professor of Library Science, Ball State University), James R. Tanis (now Director of Libraries, Bryn Mawr College), Norman Wente, and Charles Willard.

In addition to ATLA members, the Board had a class of membership held by an appointee of the American Association of Theological Schools. Subsequent to Professor Pelikan, a member of the original board, the AATS named C. Conrad Wright (Professor of American Church History and John Bartlett Lecturer on New England Church History, Harvard University). Finally, prior to ATLA incorporation, the Board also had the option of adding a fifth member who would bring a special subject or technical competence. Two persons who have served on the Board in this capacity are Wilson N. Flemister and Herman H. Fussler (now Professor, University of Chicago Graduate School of Library Science).

It was anticipated that the primary focus of the Board, in terms of materials to be filmed, would be serial titles, and, to be sure, this continues to be the case. The Board has also filmed

manuscripts, monographs, sets, minutes, and files of newspaper clippings. At the present time, there are approximately 15 manuscripts, 250 periodicals, and 400 monographs in the program of the Board of Microtext, as well as 5 continuations. These titles appear in catalogs and supplements which are circulated to an active mailing list; they are reported to the National Register of Microform Masters and listed in the Guide to Microforms in Print.

Since its inception, the Board has made sales of approximately \$250,000. The total expenses have amounted to about \$300,000, of which the raw cost of the filming commissioned by the Board has been approximately \$260,000, although it is estimated that the value of the negative microfilm masters in the program, at current production costs, may be close to \$500,000. These negatives, which are stored and serviced by the Department of Photoduplication of the University of Chicago, have also whenever at all possible, been created by the same laboratory. According to Dr. Morris, there is no other microfilming operation in the country which produces high quality filming so consistently as the one at the University of Chicago under the leadership of Cosby Brinkley, to whom both the Board and the Association are indebted for a stock of superior master negatives and for a substantial amount of personal attention which he has given the projects of the Board.

What of the future? The Board will, of course, continue to do what it has always done since the quantity of material which ought to be filmed, in terms of human and financial resources, is inexhaustible. There are, however, extensions which are under consideration both with regard to format and to content. Virtually all of the material which is available through the Board is stored on 35mm. negative masters. Most of the Board's sales have been of 35mm. positive copies, although approximately original size paper copies produced through the Copyflo process can be blown back from most of these films. It has been proposed from time to time that the Board should make its titles available in microfiche, at least as an alternative. There are a number of technical and economic reasons that the Board has not hitherto believed microfiche to be a feasible format; however, there now may be some viable alternatives to this position, and specimens of two microfiche formats for a number of current titles will be available for examination at this conference.

The Corpus of American Lutheranism and the Meadville Theological School Theses illustrate a strategy for dealing with a diverse body of material corporately. The Board has at least two other similar projects in process which we hope to be able to announce by the fall of 1974. The Board also has under consideration two major projects of another type of material, namely archives, which we have done before only in a small way. If negotiations underway are successful, we should be in a position formally to announce the filming of two such collections by the summer of 1975.

Currently, the Board consists of two classes of members under the new incorporated structure of the ATLA. The Class A members, with terms indicated in parentheses, are Maria Grossmann (1975), Norman Wente (1974), and Charles Willard (1976). The two Class B members, that is, persons with special subject or technical competences, are Wilson Flemister (1976) and C. Conrad Wright (1974). As we have previously reported, the executive offices of the Board have been transferred to Speer Library at Princeton Theological Seminary.

Respectfully submitted,
Charles Willard, Chairman

PERIODICAL EXCHANGE COMMITTEE

As reported at the last annual meeting, the periodical exchange program was reviewed and revised in 1972-73. The exchange system profited greatly from the work done by chairman Eugene McLeod, and the present committee has attempted to continue the processes set in motion last year. There are 119 addresses on the current Periodical Exchange list, and 85 of these libraries distributed 99 lists since the last report. This is a decline from the 112 lists of last year, but the number of participating libraries increased by one.

Members of the periodical exchange are reminded of the requirement of at least one list of exchange materials per year. The exchange program depends upon wide participation, and the cooperation of the member libraries is encouraged and appreciated. Our program is gaining recognition beyond our immediate membership, for the committee has received several inquiries from non-ATLA members concerning the operation of the exchange.

Comments and suggestions are always welcome by the committee. Corrections to the mailing list should be reported to a committee member, also.

Respectfully submitted,
Lawrence H. Hill
Joyce Ringering
Paul M. Debusman, Chairman

BOARD OF PERIODICAL INDEXING

Publication. Nineteen forty-nine was the first year for which the content of the initial 30 journals was indexed. The first published volume did not appear, however, until four years later. Never-

theless, contentwise, 1974 marks the 25th year of indexing religious periodical literature under the sponsorship of the ATLA. The January-June semi-annual will be published during the summer and will contain indexing for 180 journals as compared to the original thirty in Volume I.

Reprinting. Contracts have been let for reprinting volumes six and seven currently out of print and for volume eight which will be out of print shortly. A significant number of back orders are on hand for the out-of-print items.

Subscription and sales. If the recent annual rate of growth continues, and we can intensify our advertising, we hope to surpass the 900 mark next year. We expect this to be true in spite of the fact that during the past year we have had 27 cancellations. These cancellations have come mainly from small colleges and seminaries. It appears that budget cuts, mergers or closing of the institution concerned were the reasons for these cancellations.

Reserve Fund. The Board at its November 1973 meeting took formal action to set up its current capital funds (\$62,454.46, as of May 1, 1973) as a reserve fund and that the amount of the fund be held at a figure approximately equal to one year of current operations, and that any accumulation beyond this goal be held for special research toward the expansion and improvement of the Index. The use of these funds for any purpose shall require specific Board action.

Inflation. We cannot escape the effect of inflation in services, materials and salaries. We cannot predict as precisely as we would like, how current economic conditions will affect production costs, but we shall maintain the current subscription price for the calendar year 1974. One significant hedge against inflation has been the steady rate of the sale of previous cumulative volumes to new subscribers. The staff has been alert and vigilant in pursuing this market area. During the five years that we have maintained the current subscription rate, the Index has increased coverage of materials indexed by 50 journals or 40%. The number of pages in the index section has increased by a similar figure. One of the best devices for market development during the past year was the joint exhibit booth at the October 1973 meeting of the American Academy of Religion. The cost was shared by Catholic Periodical and Literature Index, Religious and Theological Abstracts, and The Southern Baptist Periodical Index.

Consultations with Philosophy Documentation Center. We are pursuing the potential of cooperation with the Philosophy Documentation Center, Bowling Green University, publisher of The Philosopher's Index. Our conversations envision the possibility of agreements which provide for modifying certain computer programs currently in use by The Philosopher's Index, in such a manner so that they can be used jointly by both publications to their mutual economic advantage. If successful, the Index to Religious Periodical Literature might be in a position, in the near future, to provide

for the expansion of the Index, the addition of Abstracts, and the development of an information retrieval system at a capital cost we can afford and within the budget capabilities of subscribers. This information is intended as a progress report on study and planning for the future. Appropriate liaison will be maintained with the Board of Directors of ATLA as provided by the by-laws of the Corporation.

Relocation of Index Office. Since 1965, the Index has rented office space in the McGaw Memorial Library of MTS. In addition, McCormick has provided fiscal services for payroll management and inventory space for back issues of cumulative volumes. On May 7, 1974, the Board of Directors of McCormick Seminary took formal action to relocate the seminary in the Hyde Park area of Chicago effective September 1975. The Periodical Index Board at its May 24, 1974, meeting took action to appoint a committee, consisting of the chairman, editor and assistant editor, to explore the possibilities for relocating the Index Office, for payroll services and for storage space and to report to the Index Board as soon as possible.

Personnel Manual. A copy of the Personnel Manual for the Index staff approved by the Index Board has been filed with the Board of Directors of ATLA.

Communications. Insofar as possible, we maintain communications with other Indexes and bibliographical centers to inform and be informed of current developments and studies. The Board supports staff in attending selected conferences related to this effort. Our membership in the National Federation of Abstracting and Indexing Services is one of the best sources of information. Our editor, Miss Fay Dickerson, took time during a vacation in Europe to make personal visits to the headquarters of Elenchus Bibliographicas Biblicus and IDOC, The International Documentation on the Contemporary Church, both in Rome. Further visits were made to the library of The World Council of Churches and the offices of the Internationale Oekumenische Bibliographie (IOB) in Geneva and with the editors of The Répertoire Bibliographie des Institutions Chrétiennes (RIC) at the University of Strasbourg. A questionnaire was sent to all subscribers to obtain feedback on the evaluation of the Index. The response was good. Miss Dickerson will review this response in a special presentation at this conference.

Index staff. In addition to the activities mentioned earlier, Miss Dickerson continues her work as president of The Chicago Chapter of The American Society of Indexers. Sister Nicole Goetz has been involved in the planning of the centennial celebration of her religious community (School Sisters of St. Francis.) Mr. John Peltz will read a paper on "Religious research and bibliographic services" at this fall's meeting of the Society for the Scientific Study of Religion. For the second consecutive year, the staff will lose an excellent typist to the library world. This fall Ms. Vicky S'ater will begin work at the University of Michigan Graduate School of

Library Science. Mrs. Mary Hertz continues her excellent supervision of business correspondence in addition to her publishing of poetry.

We also express our appreciation to Mr. Lowell Albee, Jr., Mr. Peter VandenBerge, and Father Lawrence Hill for their assistance in indexing nine titles.

Respectfully submitted,

Grant Bracewell, Secretary
Edgar M. Krentz
Richard H. Lineback
Helen B. Uhrich
Calvin H. Schmitt, Chairman

BUREAU OF PERSONNEL AND PLACEMENT

Statistics June 1, 1973-May 15, 1974.

Number of positions open in member libraries. . . .	3
Total numbers of positions currently open	3
Number of positions filled through the Bureau . . .	1
Total number registered with the Bureau	138
Numbers currently active.	106
Number of new applicants since May 31, 1973 . . .	41
Number of correspondents with the Bureau.	27

The increase in persons registering with the Bureau continues unabated. The number of persons currently registered with the Bureau has risen 50 percent over last year. The employment situation in all academic libraries is steadily tightening and more graduates of library schools are seeking seminary employment.

Many persons wanted to register with the Bureau and then receive notification of job openings before having a dossier submitted to the potential employer for consideration. As reported last year this would be an extension of the Bureau's services and the volume of work continues to be such that this extension could not possibly be handled in the present scheme of things.

I readily agree with my predecessor Elmer J. O'Brien when he says the most difficult aspect of this Bureau's work stems from seeing so many qualified persons unable to find positions. Many of our own members are not making use of the Bureau's register but are filling vacancies from other sources. The question of whether the Bureau should be continued is indeed real. Some changes no doubt will have to be made, questions will have to be answered.

This past year has been frustrating in that there are few vacancies reported; gratifying in the fact that so many quality

people want to join our ranks; personally satisfying in that my predecessor had the operation running so smoothly as to require little adjustment. Thanks to all of you.

Respectfully submitted,

Robert M. Matthews, Jr.
Director

COMMITTEE ON PUBLICATION

According to the official publication policy of the association, the committee on Publication Policy has a threefold function: (1) to stimulate and encourage projects in theological bibliography and librarianship, (2) to sponsor publication of selected current scholarship in religion and theology, and (3) to sponsor reprinting standard works in religion and theology which are not currently available in any form. This year has seen the initiation of the ATLA Bibliography Series and the continuation of the ATLA Monograph Series.

Scarecrow Press has announced the publication of the first volume in the ATLA Bibliography Series: Charles Jones, A Guide to the Study of the Holiness Movement, and intention to publish Thomas Merton: A Bibliography, by Marquita E. Breit. Approximately a half dozen other titles are under consideration, but no deadlines have been set for these.

The committee report at the last annual meeting listed three published titles in the ATLA Monograph Series and the imminence of the publication of title No. 4. Three other titles have either been published or are scheduled for publication in 1974:

- No. 5. Charles Jones, Perfectionist Persuasion: A Social Profile of the National Holiness Movement, 1867-1936.
- No. 6. Donald E. Byrne, Jr., No Foot of Land; Folklore of American Methodist Itinerants.
- No. 7. Milton C. Sernett, Black Religion and American Evangelicalism.

Three other titles are being considered for inclusion in the series.

The response to the Monograph Series has been encouraging, and a similar response is expected to the Bibliography Series. Greater exposure of the Monograph Series and exposure of the Bibliography Series should elicit a greater response. Careful selection and editorial policies are intended to ensure the quality of these series.

The initial titles in the series were selected from a list of titles nominated by the deans and directors of graduate studies of

U.S. and Canadian schools. The consideration of the maximum number of worthy titles by the committee for these series is dependent upon the membership of ATLA. The publication policy statement and official publication policy (see the 1972 Summary of Proceedings), as well as the 1973 committee report, provide helpful guidelines for those considering nominating titles.

An index to the proceedings for the first twenty-five years of ATLA, prepared under the general editorship of Mr. Channing R. Jeschke, was included in the 1973 Summary of Proceedings.

Initial inquiries of selected members of ATLA concerning a possible ATLA Festschrift resulted in little positive response. Members interested in such a publication are encouraged to contact a member of the committee.

The committee again expresses its gratitude to Scarecrow Press, **the members** and the Board of Directors of the association for their encouragement and support and solicits the nomination of good titles for our publishing venture.

Respectfully submitted,

Channing R. Jeschke
Kenneth E. Rowe
G. Paul Hamm, Chairman

READER SERVICES COMMITTEE

The committee asks your help.

In setting the course for a year's work last summer in Bethlehem, the committee felt three matters might be helpful to the membership of ATLA.

1. Bibliographical identification of monographs within scholarly series, thought to be of benefit to technical and service departments of member libraries.
2. Compilation of courses offered as orientation to member libraries to students in seminary and to graduate level research students, these courses to be examined and suggestions made to the other seminaries as to the need for such courses as well as some evaluation made of their importance to the over-all education of our students.
3. Compilation of interlibrary loan policies and procedures as a step towards making recommendations to ATLA concerning both borrowing and lending procedures, developing some type of standardized form for reporting regularly to this committee any changes by individual libraries, and the development of a directory of ATLA member libraries identifying strength in holdings of these libraries in order to facilitate borrowing.

We should like to have feedback from you on these proposals. At the same time, are there other ways you would like to committee to go? It is our aim to be of service to ATLA, but we must know what you feel is necessary or might be helpful.

Please make your comments known to the committee members.

Respectfully submitted,

Martha Aycock
Donald Dayton
Les Galbraith, Chairman

REPORT OF THE ATLA REPRESENTATIVE
TO THE COUNCIL OF NATIONAL LIBRARY ASSOCIATIONS

ATLA has two representatives to the Council of National Library Associations. One of them is also a member of the Board of Directors of CNLA. The Council is made up of representatives of fifteen national library associations, bringing together these associations, which include the Special Library Association, the American Library Association, the Music Library Association, the Catholic Library Association, and the Jewish Theological Library Association. It met twice during the past year on December 7, 1973 and May 3, 1974, and as usual concerned itself with those activities in which all of the member associations might have interests and with work of its standing committees designed to carry forward those concerns which the member associations, like ATLA, have in common.

In both meetings during the past year, considerable time was given to developments connected with the Williams and Wilkins case and to the status and prospects of the Copyright Revision Bill. Out of the discussions came the resolution to try to maintain a consensus of member associations and to establish a committee with specific membership appointed by CNLA jointly to represent the interests of member associations in connection with copyright and photocopying legislation, thus establishing a committee which would be alerted to function for the member associations when it appeared expedient to act and one which would be in touch with the latest positions adopted by member associations. The postponement of legislative action on the copyright legislation proposed to Congress has diminished the desirability for more than stand-by status of this committee.

The United States Book Exchange is partly sponsored by CNLA, and its activities and status are reviewed regularly by the Council. At the May meeting, Alice Ball called attention to the completion of twenty-five years of operation by the USBE. Currently the Exchange is receiving more and distributing less than in earlier years and its stock is growing less rapidly in proportion to its

size than formerly. The Exchange is seeking means of increasing its income and looking to new services it might render. ATLA libraries may well be interested in the growth of the practice of purchase from USBE as a replacement for interlibrary loan of periodicals.

The Council heard the report in summary of the activities of its Committee Z39, which it jointly sponsors with ANSI. Member libraries of ATLA may be interested in the fact that Z39 approved and published three sets of standards during the year: Guidelines for Format of Scientific and Technical Reports; Guidelines for Thesaurus Structure, Construction, and Use; and Book Numbering. In addition, two sets of standards have been approved and will be published shortly: Criteria for Price Indexes for Library Materials; and Proof Corrections. Currently the Committee is working on standards for the abbreviation of titles of periodicals, basic criteria for indexes, and library statistics. The latter may be of particular interest to ATLA. Funding for Z39 is \$28,000 annually, borne equally by the Council on Library Resources and the National Science Foundation.

Other committees reporting to the Council are the Joint Committee on Prison Libraries, currently working on the problem of standards for prison libraries, and the joint Committee on Library Education, which is at the moment most concerned with problems connected with continuing education. In connection with the prison library standards, CNLA is considering the establishment of a consultative committee on which ATLA might well seek representation when the Executive Board is notified of its formation.

Other matters considered by the Council during its meetings include the work of the National Translations Center (subject orientation predominantly in the sciences, with some social sciences); the format and information services to be included in the Bowker Library Annual (originally sponsored by the Council); and new membership applications to be acted on during the year from the Canadian Library Association and the Federal Library Committee.

Your representatives to CNLA have no recommendations for action by the membership of ATLA other than that ATLA continue to maintain its representation on the Council and to participate in its activities and that the Executive Secretary keep the Council informed of ATLA officers and addresses.

Respectfully submitted,

Niels Sonne
Arthur E. Jones, Jr.

REPORT OF THE ATLA REPRESENTATIVE
TO THE UNITED STATES BOOK EXCHANGE

When the corporate structure of the USBE was modified in March 1971 the relationship and responsibility of ATLA to the Exchange was also altered. Until 1971 ATLA was one of the sponsoring bodies of the Exchange. Its representative was expected to play an active role in the Exchange's Board and committees. Since 1971 ATLA, although called a sponsoring member, has been one among many libraries, organizations and associations "belonging" to the USBE. Its representative is an unlikely candidate for Board or committee assignments since few ATLA libraries participate in the Exchange.

The United States Book Exchange is, of course, in large measure a misnomer. It is a world-wide, non-profit clearing house for the exchange of periodicals. An explanatory brochure may be secured from the USBE 3335 V (Vee) Street, N.E., Washington, D. C. 20018. Member libraries currently pay a \$25.00 per year membership fee and agree to ship duplicate and unwanted periodicals to the Exchange at least once a year at the expense of the member library. A schedule of handling and service fees ranging from \$1-\$4 for each periodical issue supplied may be found in the brochure. While the great bulk of periodicals handled by the Exchange are medical and technical journals there are periodicals available which are of interest to theological libraries.

The Exchange has enlarged its program in 1974 to include "service to non-member...individuals and institutions which do not need to request more than ten or a dozen items in a year." "Non-member fees include an initial non-member search of \$1.00 per title, and \$3.00 each for issues supplied, plus postage."

It is unlikely that many ATLA member libraries will participate in the Exchange. ATLA has its own periodical exchange at much less expense. Nevertheless, the USBE is a worthy service to libraries which should continue to receive the approval of ATLA. Since your representative's function is to relay information he will welcome all comments, criticism or inquiries about the USBE.

Respectfully submitted,

Donald N. Matthews

COMMITTEE ON RESOLUTIONS

Whereas, the 28th annual conference of the American Theological Library Association, held at Iliff School of Theology in Denver, Colorado, June 17-21, 1974, has been a beneficial and stimulating meeting,

- Be It Resolved that our grateful appreciation and hearty thanks be extended to the Assistant Librarian, Jerry D. Campbell, who carried a major responsibility for program and other arrangements, B.F. Jackson, Librarian, the Iliff library staff, and assistants from the seminary for the well-planned and pleasantly executed meetings;
- Be It Resolved that we thank Father Simeon Daly, Brooks Little and Jerry Campbell for leading our worship and arranging worship services;
- Be It Resolved that we note with pleasure the tours to the Air Force Academy and Garden of the Gods, and to Central City, and the Western color thereby provided;
- Be It Resolved that we thank Oscar Burdick and his conference program committee for their work in planning and preparing a most informative and helpful meeting. We specifically thank Sarah Lyons for her preparation of the case study to launch discussion of administrative and ethical concerns;
- Be It Resolved that we extend our appreciation to Dr. Dana Wilbanks, Dr. Robert Stueart, Dr. Oliver T. Field, and Mr. Philipp R. Heer for their challenging and informative presentations, to the Dean of the University of Denver School of Librarianship for assistance in formulating programming for these professional presentations, to the group leaders, and to the students who assisted with projection work;
- Be It Resolved that we acknowledge appreciation to G. Fay Dickerson and Niels Sonne for their presentations;
- Be It Resolved that Dr. Maurice B. Mitchell receive our thanks in appreciation for his banquet address;
- Be It Furthermore Resolved that the Association express through its Executive Secretary in writing appreciation to Jameson Jones, Jr., President of Iliff School of Theology, and to Dr. Mitchell, Chancellor of the University of Denver, for the most gracious use of the respective campus facilities, including the cafeteria and excellent food, housing facilities and meeting rooms, and outstandingly courteous service from the staff;
- Be It Resolved that the Association similarly express its appreciation to the St. James United Methodist Church of Central City and to Ed Benoit, organist;
- Be It Resolved that we express our thanks to those who submitted position papers;
- Be It Resolved that we thank President John Batsel for leadership during the year both within the ATLA and in its inter-

associational relationships, and for focusing our attention on the challenging tasks yet facing the profession of theological librarianship.

Whereas, the 28th ATLA Conference has been a most pleasant, cooperative, and productive one,

Be It Resolved that we individually hereby renew our dedication to the task of theological librarianship and to the work of ATLA.

Respectfully submitted,

Alan Tuttle
Paul Roten, Chairman

COMMITTEE ON STANDARDS OF ACCREDITATION

The Committee on Standards of Accreditation was constituted a standing committee of ATLA one year ago. Since that time much of the Committee's thought and effort has been exerted in two directions: toward a determination of its tasks and toward the establishing of contacts with the various standard-setting agencies with which our schools deal. Unfortunately the Committee's work was limited because one member was in New England, one in southern California and one in the Middle West. Therefore it was not possible for the full committee to meet. Fortune looked on us with at least half a smile, however, in that the two members east of the Mississippi were able to meet for three working sessions during the year.

The Committee has come to understand the following as among its tasks: (1) To promote an awareness and understanding of trends in the development of accreditation standards in institutions of higher education, particularly as they relate to libraries. (2) To discern and point out ways in which these trends are relevant to theological libraries. (3) In the light of these trends to represent the concerns of theological librarians to various commissions throughout the country engaged in the ongoing development of standards by which our institutions will be measured. (4) In the light of the same trends to be of help to ATLA librarians in evaluating their own libraries, and particularly in preparing self-studies.

In prosecution of these tasks, we can report the following. We have initiated conversations with officials of the Association of College and Research Libraries, the Association of Theological Schools, and the North Central Association of Secondary and Higher Schools, and have gathered manuals of accreditation standards from other agencies. Of these, the ACRL and the ATS are just now most active in the ongoing development of standards.

1. The ACRL. Since 1959 nationwide standards for college and university libraries have been set by ACRL, a division of the American Library Association. The North Central Association, the nation's largest regional accrediting agency, looks to ACRL for its library accrediting standards. ACRL is currently engaged in a vigorous program of revising these 1959 standards. The ad hoc committee charged with this responsibility is seeking to lay down a new philosophical base for the development of standards before undertaking to determine what these standards should be. They have now produced five working papers:

James W. Pirie, "Typology of Institutions of Higher Education."

David L. Perkins, "Possible Model Based on the Carnegie Commission Groupings."

Herman L. Totten, "Identification of Library Elements in Statements of Accrediting Standards: A Review of the Literature."

A survey of the international scene as regards accreditation (soon to be available).

Arthur Monke, "Academic Libraries: Into the Eighties."

(Copies of these papers are available from ACRL, 50 East Huron Street, Chicago, Illinois 60611.)

The presupposition behind this effort is that institutions may be grouped typologically and that sets of standards may and should vary within the types discerned. Much of the ACRL committee's concern thus far has been directed toward delineating these types and isolating the elements within them that are significant for the evaluation of libraries.

We have been impressed that on a narrower scale, theological institutions and their programs also may be seen typologically, and that an approach similar to that being taken by ACRL can be fruitful for us. Therefore we are continuing our contacts with the ACRL committee and their work, and are looking forward to sharing with ATLA our attempts to develop proposals for standards from a similar point of view.

2. The ATS. In 1972 the ATS adopted a new set of standards of accreditation. Their staff is now engaged in preparing a short handbook to these standards to aid schools in making their self-studies. With the encouragement of the ATS staff, our Committee has begun the preparation of a manual intended to serve as an amplification of the section on libraries in the forthcoming ATS handbook. The point of view of ATS, which we share, is that such a manual should not be an instruction book on preparing a self-study, for part of the value of a self-study is that it reveals an institution's own creativeness in determining how it can best scrutinize itself. Rather we hope to be helpful in raising consciousness by pointing out a variety of concerns that are important in thinking about one's library from an evaluative standpoint. We would hope also to be helpful to visiting teams in

sharpening their awareness to indicators of good library administration. We solicit your input and reflections on the content of this manual.

In addition to the above concerns, the Board of Directors has asked the Committee on Accreditation Standards to consider the preparation of a manual of standards and procedures for theological libraries. We have given consideration to this, and confess that thus far we are not clear on the shape or point of view such a manual should take. It may be that this document can be prepared more effectively after our work on the presuppositions and standards of accreditation has been done. It may also be that such a project should be a joint undertaking of several committees of ATLA, with one person or committee as coordinator. Here again we shall be grateful for your suggestions.

Respectfully submitted,

Genevieve Kelly
Stephen L. Peterson
Earle Hilgert, Chairman

STATISTICAL RECORDS REPORT

1972/73

This year's report form was the same as last year's. It was sent to 163 libraries, of which 134 are ATLA members. Only four libraries failed to return the form.

The tabulation follows the same format as in the past, except that the names of the libraries have been replaced by symbols in order to save space. Since this change necessitated a key to identify the symbols, the opportunity was taken to include in the key both the footnotes to the tabulation (taken directly from the report forms) and the basic statistical data for each library. The affiliation note was also transferred to this section. Your comments on this format and how it could be improved will be welcome.

A further change is the inclusion of statistics showing percentage of increase over the previous year in three categories: total volumes in library, gross volumes added, and amount spent on books and binding. These figures will be found in parenthesis in the list of reporting institutions, and are also arranged in an additional set of order tables. Negative figures of course represent a decrease.

I hope that next year's report form, while keeping the same basic format, may include some items covering circulation and size of user population. Please let me have your suggestions about other data that you would find useful for planning.

Respectfully submitted, David E. Green

REPORTING INSTITUTIONS

	Symbol	Affiliation	Volumes	Gross Volumes Added	Books, Periodicals, Binding
Anderson	A5	[2]	40,718 (14.48)	1,500 (-42.86)	\$ 5,866 (-19.47)
Andover Newton	A55	[1, 3]	182,316 (1.95)	3,514 (34.64)	30,374 (3.67)
Aquinas-Dubuque	A6	[2, 3, 6]	114,112	6,828	39,310
	No. of tapes in library at end of report period - 395. No. of cassettes in library at end of report period - 129. E/4 includes fringe benefits of \$3,319 but does not include the librarian's pension. It also includes \$2,457 paid to student assistants from the seminary financial aid fund which is not a part of the library budget, and \$7,299 in contributed services. Total educational expenditures for 1972-73 (E/7) for Aquinas Institute of Theology were \$396,976 and for the University of Dubuque Theological Seminary \$497,744.				
Asbury	A7	[1, 3]	89,897 (5.13)	4,772 (5.83)	28,987 (-10.37)
	E/4 includes \$3,827 estimated fringe benefits. Non-book resources: Filmstrips, 86; Slides, 915; Recordings, 1,002 (tapes, discs, etc.).				
Ashland	A75	[2]	38,593 (6.16)	2,243 (86.92)	10,380 (-4.08)
Associated Mennonite	A76	[1, 2]	58,308 (5.08)	2,820 (1.15)	12,216 (-1.39)
* Atlantic	*A8	[3, 6]	41,884	741	8,906
	C/5 is based on a new inventory. Have approximately 275 tapes and cassettes.				
Atonement	A85	[2]	41,925 (37.01)	8,425 (1304.15)	13,000 (-7.14)
	(change of status)				
Austin	A9	[2, 3]	96,637 (2.16)	2,047 (-21.51)	20,497 (-21.06)
Bangor	B3	[2]	60,948 (5.80)	2,018 (-27.83)	12,720 (5.30)
	E/1 does not include \$1903.29 spent from non-seminary funds. E/4 does not include librarian's salary. E/7 excludes office, clerical and maintenance.				
* Baptist Missionary	*B35	[2, 4]	12,000 (10.60)	1,150 (-40.23)	10,101 (-21.97)
Bethany	B4	[3]	66,331 (0.02)	1,215 (-6.11)	10,206 (-9.52)
	C/1 includes 11,420 books and 7,000 pamphlets of the Abraham Cassell Collection.				
Bethel	B45	[2, 3]	56,300 (8.27)	4,350 (29.49)	21,730 (18.18)
Boston U.	B6	[2, 3, 4]	107,540 (3.11)	3,416 (-2.68)	18,270 (-16.89)
	In report to AATS item E/6 was reported as \$101,884. Most of our student assistants come to us on work scholarships and their work is not counted into the library budget. When I report in this fashion I include it here; the School in reporting it to AATS considers it financial aid. The difference between the two figures represents the work scholarships.				
Brite	B7	[5]	140,220 (3.02)	4,331 (-10.44)	44,932 (-2.53)
	E/7 - Because so many services of Brite are provided by the University, the library operating expenditure expressed as a percentage of total school educational operating expenditures would be unrealistic. [5] - Theological part only.				
Calvin	C3	[5]	72,282 (10.12)	2,332 (-16.68)	24,443 (5.81)
Catholic Sem. Fndn.	C35	[1, 3]	21,900 (-0.45)	1,200 (-40.00)	10,167 (1.66)
* Catholic Theol. Union	*C36	[3]	65,000 (8.33)	1,700 (-2.86)	15,500 (3.33)
	C/4 includes \$12,900.00 contributed services.				
* Catholic U. of Amer.	*C38	[5]	792,285 (3.03)	27,013 (7.13)	
	C, P, E - law library and Lima library excluded. C - microfiche included this year.				

	Symbol	Affiliation	Volumes	Gross Volumes Added	Books, Periodicals, Binding
Central Baptist	C4	[1]	59,637 (1.77)	1,072 (-6.46)	\$ 9,526 (-7.10)
Chicago Theol. Sem.	C45	(1, 3)	80,144 (2.32)	1,814 (-0.22)	14,135 (-7.82)
Christian	C46	[1]	85,800 (3.06)	2,550 (27.5)	18,281 (1.37)
Colgate	C6	[1, 2, 3]	175,177 (2.66)	4,615 (-10.18)	39,363 (-7.89)
			E/7 If student aid is included in total expenditures, the percentage is 7.7		
Columbia	C65	[1, 3]	88,435 (4.04)	2,008 (22.51)	12,875 (3.02)
			E/4 does not include fringe benefits.		
Concordia, St. Louis	C66	[1]	131,792 (-1.27)	4,623 (-3.06)	51,586 (5.77)
			Filmstrips - 480; Phonodiscs, 1221; Tape cassettes, 421.		
Concordia, Springfield	C67	[1]	71,650 (3.60)	2,493 (-22.67)	21,855 (-3.59)
Conservative Baptist	C68	[2]	40,500 (6.98)	2,500 (-15.25)	15,290 (-2.84)
Dallas	D3	[1]	70,950	3,000	24,876
Divinity, Philadelphia	D5	[1]	93,449 (4.35)	2,733 (0.81)	17,277 (21.48)
Drew	D7	[5, 6]	346,744 (3.07)	11,035 (0.79)	114,150 (-1.75)
			[6] - Theological library/Liberal Arts College library		
Duke	D8	[2]	166,715	5,802	36,718
Earlham	E1	[5]	165,268	8,503	94,636
			Change in status. E/4 includes \$5,000 for contributed services.		
Eastern Baptist	E2	[1]	80,818 (1.80)	1,432 (-35.00)	17,644 (-13.93)
Eastern Mennonite	E25	[4, 5]	74,299	5,183	41,231
Eden	E3	[2, 3, 4]	59,388 (2.53)	1,560 (-17.72)	15,633 (9.98)
Emmanuel	E5	[5]	14,289 (17.85)	2,163 (77.59)	12,550 (-0.55)
			Moved into our new building. C/5 Accessioned and cataloged (about 25,000 additional books uncataloged).		
Emory	E55	[2, 3]	97,502 (4.51)	4,282 (4.44)	34,738 (30.36)
			E/4 does not include fringe benefits		
Episcopal, Cambridge	E6	[2, 3]	69,234 (1.70)	1,350 (-14.34)	15,762 (-2.60)
Episcopal, Southwest	E65	[2, 3]	54,331 (2.44)	1,295 (-14.75)	13,292 (6.40)
Erskine	E7	[2]	27,060 (3.36)	1,064 (-13.07)	7,375 (8.57)
			Since the Seminary Collection has now been consolidated with the college library, staff included, I can give only accurate budgetary figures, which we do separate. The Acquisitions clerk is paid by the Seminary, the other 6 staff (2 professionals) service both collections but are paid out of college funds. It is therefore impossible to accurately break down services by the library staff to the theology faculty and students.		
Evangelical, Pa.	E8	[1, 2]	15,486	1,232	5,015

	Symbol	Affiliation	Volumes	Gross Volumes Added	Books Periodicals, Binding
Evangelical, Illinois	E85	[2, 3, 6]	122,531	4,908	\$ 37,650
	E/1 does not include funds provided by gifts and grants, which totaled \$6,800 for the fiscal year of 1972-1973. The College and seminary library is organized as a separate corporation, supported by Evangelical Theological Seminary and North Central College, and providing library services for both of these institutions. Changed categories				
Fuller	F8	[1]	86,000 (7.02)	3,000 (-14.29)	38,050 (52.44)
Garrett/Seabury Western	G3	[2, 3]	209,978 (0.76)	5,250 (-28.13)	59,493 (20.69)
General	G4	[1]	178,661 (1.96)	3,444 (-13.25)	48,119 (2.51)
Golden Gate	G6	[3]	80,992 (3.35)	2,712 (118.53)	19,388 (-1.01)
	Cassettes - 1036				
Gordon-Conwell	G65	[3]	59,402 (9.03)	4,921 (23.61)	19,409 (-72.25)
	C/6 Figure represents total of 4,233 microcards and 396 microfilm units. [1] also basically true because consortium collection development is informal and by no means consistently coordinated.				
Graduate Theol. Union	G7	[3]	306,155 (-3.83)	7,376 (25.53)	86,881 (8.26)
	Budget includes expenses not often indicated among libraries, since GTU library must pay for absolutely everything. Thus it includes janitorial services, space rental in two libraries, book-keeping and auditing, insurance on books, etc. The library also gives services not shown in figures above. It does the acquisition and cataloging and book labeling for Pacific School of Religion, and part of this work for St. Patrick's Theol. Seminary in Menlo Park, Cal. These amounted to an additional 2,545 volumes not shown above. The figures above also do not include 5,325 volumes cataloged or recataloged as part of our book integration process.				
Hamma	H3	[2]	56,300 (3.87)	2,300 (2.22)	16,844 (-8.69)
Harding	H35	[2]	41,243	3,374	20,159
Hartford	H36	[1]	251,959 (2.53)	6,352 (-20.59)	41,171 (49.64)
Harvard	H37	[2, 3]	325,216 (2.18)	7,407	77,430
	Misc collection; 650 boxes and 100 feet				
* Hebrew Union, Cincin.	* H4	[1]	250,044 (1.73)	9,890 (0.92)	45,327 (3.27)
	E/2 does not include wages of binder on premises. E/4 does not include fringe benefits.				
* Hebrew Union, N. Y.	* H45	[1]	110,500 (-2.21)	2,500 (-50.00)	13,000
Hood	H6	[2, 4]	13,100 (1.16)	150 (50.00)	2,377 (-18.46)
Howard	H65	[2]	69,165 (2.29)	2,687 (79.01)	9,728 (-7.79)
	E/2 \$1,115.91 - funds supplied from budget of University Library.				
Huron	H8	[1]	90,000 (4.10)	5,000 (-16.67)	32,320 (11.10)
	E/4 does not include fringe benefits				
Iliff	I4	[2]	87,999 (0.18)	2,083 (-30.57)	27,516 (43.67)
* Immaculate Conception	* I5	[5]	72,097 (-1.03)	2,977 (-10.79)	11,442 (-19.95)
	Non-book collections: Slides (mostly art) - 6500; Recordings (music) - 2010; Tapes - 265, Filmstrips - 166. E/4 includes 17,175 contributed services but excludes 577 funded by non-library funds.				

	Symbol	Affiliation	Volumes	Gross Volumes Added	Books, Periodicals, Binding
Interdenominational	I8	[1, 3]	65,632 (5.60)	3,369 (8.57)	\$ 26,963 (58.61)
* Jesuit Sch. of Theol (Bellarmine)	* J4	[3]	97,696 (-1.54)	1,028 (-10.76)	10,695 (-12.81)
			E/4 includes 5,500.00 for contributed services.		
Kenrick	K4	[1, 3]	45,000 (5.54)	4,696 (82.94)	26,554 (2.89)
			Contributed services - \$1,750.00		
Knox	K5	[1]	66,126 (0.88)	1,839 (20.51)	11,208 (42.89)
Lancaster	L3	[1]	104,731 (3.71)	3,751 (-14.75)	18,744 (-26.86)
Lexington	L4	[2, 3]	77,331 (18.62)	1,701 (-7.40)	18,125 (-)
* Lincoln	* L5	[2, 3]	51,652 (5.38)	2,625 (-45.71)	23,836 (-0.21)
			Special missionary file - all newsletters, etc., files according to country, field and personnel.		
Louisville	L6	[1, 3, 4]	68,487 (4.66)	3,166 (15.09)	25,155 (-35.30)
			[3, 4] - limited scope.		
Luther	L8	[1, 3]	105,975 (2.46)	2,595 (-9.07)	22,879 (-3.01)
Lutheran, Chicago	L82	[1, 3]	106,262 (1.58)	1,867 (-35.51)	16,601 (0.58)
Lutheran, Columbus	L83	[2, 3]	58,525 (3.87)	2,178 (0.74)	20,827 (-3.77)
			Non-book holdings: Reel tapes and cassettes (audio) - 504; Records - 215.		
Lutheran, Gettysburg	L84	[1, 3]	102,443 (2.26)	2,479 (6.03)	21,763 (9.23)
Lutheran, Philadelphia	L85	[1, 3]	110,439 (3.07)	3,293 (0.64)	26,250 (1.94)
* Lutheran, Saskatoon	* L855	[2]	26,205 (2.42)	653 (-7.90)	6,594 (24.58)
Lutheran, Columbia	L86	[1]	50,582 (4.24)	2,056 (-15.00)	13,223 (-37.76)
McCormick	M3	[1]	165,204 (2.55)	2,100 (-8.5)	31,221 (12.56)
			Beginning figure of 163,104 is 2000 more volumes than end report of last year		
McGill	M33	[2]	50,607 (4.21)	2,043 (-6.88)	14,903 (23.51)
			Vertical file - 906; slides, etc., 220.		
McMaster	M35	[5]	683,452 (8.77)	55,488 (-27.73)	758,100 (1.36)
			Non-book collection: Maps, 76, 114; Scores 5, 110; Sheet Music, 730; Pamphlets, 23, 998, Archives, 1, 228, 400.		
* Maryknoll	* M37	[1]	66,412 (5.40)	3,500 (65.80)	22,200 (-0.43)
* Meadville	* M39	[2, 3]	86,500 (4.22)	442	4,000 (-4.76)
			Change of status		
Memphis	M4	[2, 3, 4]	39,808 (26.35)	5,302 (65.58)	17,943 (50.71)
			C/5 now includes bound periodicals formerly not counted.		
Methodist, Ohio	M45	[1]	52,394 (7.38)	3,601 (18.88)	30,620 (16.68)
			C/6 includes 1-16 mm. film, 52 filmstrips, 60 cassette tapes, 311 reel tapes, and 470 microfilm reels. It does not include 766 phonodiscs, 927 slides, or 11 video tapes; the 766 phonodiscs are included in C/5.		

	Symbol	Affiliation	Volumes	Gross Volumes Added	Books, Periodicals, Binding
Midwestern Baptist	M	M5			
Moravian		M6			
Mt. St. Alphonsus	M63	[1]	56,895 (3.77)	2,069 (-17.44)	\$ 15,221 (-2.04)
	E/1 includes \$138.47 for audio-visual materials. E/4 includes \$20,800 for contributed services.				
Mt. St. Mary	M66	[2]	69,700 (0.93)	2,225 (-2.75)	16,011 (-13.36)
	E/4 includes \$24,000 for contributed services.				
Nashotah	N3	[1]	48,635 (1.76)	931 (-41.99)	11,166 (12.11)
Nazarene	N35	[1]	45,190 (2.75)	1,948 (-19.10)	14,003 (-13.14)
New Brunswick	N4	[2,4]	126,312 (1.21)	1,510 (-22.21)	12,015 (-1.41)
New Orleans	N45	[1,4]	117,699	4,018	31,875
* Newman	* N47	[2]	26,000 (8.33)	2,000 (-)	6,690 (-10.80)
North Amer. Bapt.	N6	[2]	42,752 (3.91)	1,613 (-36.30)	13,391 (56.62)
North Park	N63	[2]	44,495 (3.19)	1,393 (4.74)	12,207 (23.69)
Northern Baptist	N64	[3]	60,929 (2.11)	1,175 (-7.33)	11,000 (2.64)
	C/1 - C/5 includes bound periodical volumes and archival material such as Baptist Convention yearbooks, etc. C/3 statistics not really kept on withdrawn volumes until Summer, 1973. P/1 True as of June 1973. Before that time only one full time professional.				
Northwestern Lutheran	N65	[2,3]	74,854 (1.80)	1,216 (-35.59)	11,656 (-5.55)
Noire Dame	N66	[5]	1,186,608	51,900	536,488
* Oblate	* O2	[3]	32,936 (6.08)	1,967 (44.53)	8,830 (-9.69)
	E/4 does not include fringe benefits. E/4 includes \$10,368 contributed Services				
Oral Roberts	O7	[5]	118,647	4,909	49,000
Pacific School of Relig	P3	[3]	96,194 (3.54)	3,463 (36.72)	26,038 (11.06)
	E/7 - 7.4 percent includes student aid in total. 8.2 percent excludes student aid from total.				
* Payne	* P35	[3,4]	12,214 (3.06)	275 (-45.00)	7,500 (24.48)
Perkins	P4	[2]	147,914 (4.01)	5,699 (11.88)	79,528 (-5.19)
Phillips	P45	[2]	64,634 (3.84)	2,556 (51.24)	13,906 (0.94)
	We have 2,543 items of audio-visual materials (i.e., filmstrips, tape recordings, cassettes, video-tapes, phonorecords, slides, pictures, simulation games, and equipment for same).				
Pittsburgh	P5	[1]	164,719 (1.70)	3,946 (-10.38)	43,500 (0.8)
Pope John XXIII	P6	[2]	20,579 (7.95)	1,546 (-0.51)	13,800 (-6.78)
	E/4 excludes contributed services				
Princeton	P7	[2]	314,353 (1.74)	5,611 (6.44)	50,103 (9.61)

	Symbol	Affiliation	Volumes	Gross Volumes Added	Books, Periodicals, Binding
* Reformed	* R4	[2]	28,248 (7.20)	1,667 (-31.34)	\$ 16,300 (-0.35)
* Regis	* R5	[3]	85,700 (2.10)	2,700 (5.47)	16,000 (9.65)
			E/4 - contributed services - \$20,400.00		
St Augustine 's, Canada	S1				
St. Bernard 's	S2	[1, 3]	74,879 (1.88)	1,382 (32.63)	11,803 (-8.05)
St. Charles Borromeo	S21	[1]	156,021 (0.41)	5,964 (36.16)	36,641 (-0.56)
			E/4 - includes \$20,000 contributed services; does not include fringe benefits.		
* St Francis, Loretto, Pa.	* S212	[2]	27,855 (16.78)	2,422 (89.66)	4,284 (-52.55)
* St Francis, Milwaukee	* S213	[2]	52,700 (7.33)	1,300 (4.17)	10,656 (-20.77)
* St John Vianney	* S214	[1]	49,581 (3.56)	2,102 (29.59)	14,499 (3.45)
St John's College, Winnipeg	S22	[5]	32,181 (0.47)	2,440 (-2.40)	17,700 (39.10)
			C/1 - new inventory. E/5, E/7 - not applicable, as budget items lost in University budget.		
St John's Provincial	S23	[1]	32,820 (35.45)	1,786 (-4.18)	14,963 (28.80)
			6,909		
			C/4 - new count of volumes taken which includes 6,909 bound periodicals not previously included. E/4 includes contributed services of librarian \$12,000.00.		
St. John's, Brighton	S24	[1, 3]	110,883 (2.34)	2,721 (-20.11)	27,607 (3.19)
St John's, Camarillo	S25	[2]	45,834 (3.65)	1,623 (-36.50)	6,870 (0.12)
			E/4 includes \$18,165.00 for contributed services.		
St John's U., Minn.	S255	[5]	238,353 (4.08)	9,608 (-15.58)	95,001 (-8.98)
* St Joseph's, Yonkers	* S258	[1, 4]	80,447 (3.51)	2,726 (19.93)	28,240 (13.62)
			E/4 includes \$6,000 for contributed services		
* St Leonard, Dayton	* S259	[1, 3]	2,545	1,417	7,174
			E/4 \$16,250.00 contributed services		
St Louis	S26	[2, 3]	101,863 (4.35)	4,563 (-10.28)	30,994 (-1.60)
St Mary of the Lake	S265	[2]	122,458 (1.74)	2,191 (-21.81)	17,306 (5.13)
St Mary, Cleveland	S27	[2, 3]	37,375 (5.47)	1,940 (27.13)	13,776 (-14.62)
St Mary's, Baltimore	S275	[2]	110,504 (2.79)	3,154 (57.7)	18,125 (9.49)
* St Mary's, Houston	* S278	[2]	26,556 (6.85)	1,702 (27.97)	13,312 (-11.24)
* St Meinrad	* S279	[5]	77,451 (6.15)	4,687 (38.92)	27,597 (-7.20)
			E/4 includes \$27,200 contributed services		
* St Patrick's	* S28	[2]	50,775 (2.58)	1,275 (-6.46)	15,783 (90.23)
St Paul, Kansas City	S283	[1]	54,782 (2.77)	1,425 (-5.00)	12,884 (13.21)

Symbol	Affiliation	Volumes	Gross Volumes Added	Books, Periodicals, Binding
* St Paul, St. Paul	* S284 [2, 3, 4]	58,457 (-7.75)	2,000 (25.00)	17,596 (17.04)
	C/1 - 63,370 vols reported for the year 1971-72. C/2 - estimate. C/3 - a recount of our book and periodical collection was made in the spring of 1973. The large number of withdrawals means that many runs of periodicals (largely secular) were withdrawn as not pertinent to our present situation since we are in a cooperative arrangement with the College of St. Thomas Library (adjoining our campus). Also, apparently, errors in accessioning were made in the past and are included.			
St Peter's, Canada	S285 [2]	25,587	1,468	12,000
* St Thomas	* S29 [1]	59,840 (4.98)	4,451 (-25.57)	22,200 (2.40)
	E/4 includes one full time professional librarian volunteer.			
* St Vincent, Latrobe	* S294 [5]	177,467 (2.35)	4,497 (-21.91)	68,460 (-5.40)
	C/6 - volumes reported for 1971-72 rather than microform units. The 1972-73 figure represents microform <u>units</u> .			
School of Theology at Claremont	S3 [2]	88,021		41,450
	C - Starting in Oct., 1972, the STC library began an intensive program to get its collection fully cataloged. A careful selection from the backlog and the elimination of out-of-scope and unnecessary duplications give the School a firm statistic of 88,021 volumes (including bound periodicals) as of October 15, 1973. P - Personnel and expenditure figures are based as of July 1, 1972 - June 30, 1973 budget year. FTE for the school is about 1725 hrs /yr at 37.5 hr/wk.			
Seabury-Western (See Garrett)				
* Seminario Evangelico	* S42 [1]	20,685 (5.00)	985 (-1.01)	5,187 (0.35)
Sem. of St. Vincent de Paul	S43 [1]	26,350 (2.87)	1,300 (10.64)	12,156 (34.55)
Seventh Day Adv.	S46 [2]	80,933 (4.16)	3,236 (-0.03)	30,895 (-11.03)
Southeastern Baptist	S6 [1]	103,812 (3.62)	3,890 (3.35)	38,515 (19.88)
	Audiovisual items: 9,789. Special collections: 20,000 items (approximate)			
Southern Baptist	S63 [1, 3, 4]	211,431 (3.37)	8,940 (8.10)	53,613 (3.80)
Southwestern Baptist	S66 [2]	382,674 (6.67)	11,228 (-21.37)	57,430 (-2.96)
	E/6 does not include total gifts of books, cash, periodicals, minutes received and expended in amount of \$14,465.00			
Swedenborg	S9 [2, 4]	30,801 (0.99)	250 (25.00)	1,650 (22.22)
Talbot (Biola)	T3 [5]	104,061 (8.28)	8,285 (-4.89)	50,233 (26.23)
	For the past several years dual reports were made, separating general and theological holdings and expenditures. Reporting them together this year makes current figures higher though not out of alignment.			
Three Hierarchs	T5 [2]	12,350 (19.32)	2,500 (-54.55)	6,600 (-51.47)
Trinity, Ontario	T7 [3]	27,759 (1.27)	537 (4.88)	2,439 (-40.29)
Union, N. Y.	U3 [2]	532,246 (0.92)	5,817 (-3.95)	48,233 (-3.86)

	Symbol	Affiliation	Volumes	Gross Volumes Added	Books, Periodicals, Binding
Union, Richmond	U35	[1]	168,115 (6.06)	10,183 (4.43)	\$ 40,098 (-0.80)
	E/1 - plus 13,220 for A/V and other non-print resources.				E/7 percent of total budget 22.4 percent of academic subsection of budget.
United, Dayton	U4	[1, 3]	80,478 (4.40)	2,754 (10.82)	22,355 (20.03)
United, Twin Cities	U45	[1, 3]	44,206 (5.59)	2,454 (-23.43)	17,539 (-0.98)
	C/6 includes all audio-visuals (microfilm, microfiche, films, filmstrips, cassettes, tapes, video tapes, records) E/1 - microforms include all audio-visuals.				
Univ. of the South	U6	[2]	55,378 (4.89)	2,771 (-35.64)	25,019 (2.15)
	C/5 This figure includes microform units some of which are accessioned and cataloged as volumes. C/6 This figure is considerably different from the one reported last year because it is based on a new inventory made by title and volume rather than by number of individual microcards which the HEW forms required at one time. E/4 This figure includes \$2,583.00 for contributed services.				
Vancouver	V3	[2]	50,110 (5.01)	2,440 (-27.19)	8,478 (-3.08)
Vanderbilt	V4	[2, 6]	109,428 (1.03)	5,698 (56.24)	32,295 (-4.03)
	C/1 is based on a new inventory. P/1, 2, 3, 4 do not include staff handling partially centralized technical services in JUL's Central Technical Processes. E/4 does not include Central Technical Processes staff costs. E/5 does not include Divinity library's share of JUL General Administration, Fiscal Control, Building Security, Space Maintenance costs.				
Victoria, Ontario	V6				
Virginia, Alexandria, Va.	V7	[3]	97,694 (5.51)	2,662 (1.37)	30,710 (6.00)
Wartburg	W3	[1, 3]	80,572 (3.40)	2,653 (2.83)	26,057 (42.76)
	E/6 includes \$6,080.00 for student assistants				
Wash. Theol. Coalition	W33	[1]	119,264 (2.65)	3,300 (-31.01)	22,682 (-26.11)
	E/4 does not include fringe benefits but does include \$32,262.00 for contributed services. The library of the Washington Theological Coalition is situated in six locations corresponding to the residences of the religious institutes which constitute the Coalition. This fact poses problems when one tries to prepare a statistical report. For example: to say that the total number of volumes in the library is 119,264 presents an inflated picture. The actual number of titles in the six libraries is in the neighborhood of 50,000. Considerable duplication explains the big difference in number of titles and number of volumes.				
Waterloo Lutheran	W36	[5]	43,000 (7.50)	3,000 (50.00)	18,363 (8.61)
Wesley	W4	[2, 3]	78,351 (4.19)	3,150 (17.76)	27,455 (24.27)
Western Conservative	W42	[1]	26,805	1,903	11,120
Western Evangelical	W44	[6]	26,018 (10.90)	2,558 (18.92)	9,310 (-20.10)
	Affiliation: Would be [1] (minus words "being independent") plus we are affiliated with three other liberal arts colleges and one Bible School libraries. The affiliation is known as the Associated Christian Colleges of Oregon (ACCO). We are reporting our own holding and expenses only.				

	Symbol	Affiliation	Volumes	Gross Volumes Added	Books, Periodicals, Binding
Western, Holland	W46	[2]	57,236 (2.71)	1,333 (5.21)	12,655 (4.66)
Westminster	W47	[1, 3]	63,462 (4.91)	2,973 (7.17)	23,949 (41.72)
Weston	W48	[2, 3]	124,871 (1.38)	1,700 (-20.89)	22,408 (-4.84)
Woodstock	W6	[2]	152,578 (2.00)	3,487 (-30.51)	29,000 (-)
Wycliffe	W9	[2, 3]	33,140 (3.19)	300 (-4.76)	2,188 (-4.87)
Yale	Y3	[2]	293,184 (2.09)	6,202 (-2.68)	56,870 (-)

Symbol	COLLECTIONS					PERSONNEL				EXPENDITURES					Total as school's Percentage
	Volumes in library (at end of report period)	Volumes added (gross)	Volumes added (net)	Periodical titles received	Microform units in library	Professional Staff (FTE)	Non professional Staff (FTE)	Student assistant (FTE)	Books, Periodicals, etc.	Binding	Total Books and Binding (9+10)	Total salaries and wages	Other operating expenditures	Total operating expenditures (11+12+13)	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
A5	40,718	1,500	1,500	263	142	1	1.5	1.1	\$ 5,436	\$ 430	\$ 5,866	\$ 21,411	\$ 1,304	\$ 28,581	11.9
A55	182,316	3,514	3,489	489	358	3	4	2.4	27,474	2,900	30,374	58,917	3,513	92,804	8
A6	114,112	6,828	6,039	716	3,380	3	4.75	.74	34,210	5,100	39,310	60,807	4,754	104,871	
A7	89,897	4,772	4,385	561	485	3.25	9.	3.2	26,771	2,601	28,957	67,606	3,868	97,019	9.38
A75	38,593	2,243	2,239	265	180	2	1	1	9,023	1,356	10,379	23,500	.638	34,513	21.
A76	58,308	2,820	2,802	306	212	1.5	1.5	1	11,743	.473	12,216	21,032	1,019	34,266	14
*A8	41,884	.741	.741	167	-	1.75	1	.33	8,407	500	8,907	18,384	.445	31,702	8.5
A85	41,925	8,425	6,925	221	252	.5	1	.33	12,000	1,000	13,000	3,276	3,000	19,276	
A9	96,637	2,047	2,047	519	2,042	1.5	2	1.5	18,641	1,856	20,497	31,749	10,435	62,681	10.8
B3	60,948	2,018	1,532	435	86	1	1	1	11,325	1,395	12,720	3,324	1,405	22,448	16.
*B35	12,000	1,150	1,150	730	104	0	1	0	7,599	2,503	10,101	9,633	2,100	21,835	24
B4	66,331	1,215	15	335	312	1	1.5	2	9,444	762	10,206	23,544	4,288	38,038	10
B45	56,300	4,350	4,300	713	265	2	3.5	1.5	19,700	2,030	21,730	39,000	4,270	65,000	12.3
B6	107,540	3,416	3,167	682	4,159	4	6.5	4.5	16,559	1,711	18,270	85,812	6,953	111,036	6.5
B7	140,220	4,331	4,113	853	16,841	3.7	5.6	3.5	40,167	4,765	44,932	82,027	9,446	136,405	
C3	72,282	2,332	2,332	345	6,040	1.5	1	2	20,748	3,695	24,443	31,050	3,904	64,397	
C35	21,900	1,200	900	139	10	1.	.1	.5	8,879	1,288	10,167	10,144	2,443	22,753	14.
*C36	65,000	1,700	1,700	450		3	1	1	14,500	1,000	15,500	40,964	10,916	67,380	16.4
*C38	792,285	27,013	23,311	3,619	122,327	33	40		196,058			712,666	67,622	976,346	4
C4	59,637	1,072	1,036	298	166	1	2		9,136	390	9,526	25,339	1,211	36,376	
C45	80,144	1,814	1,814	270	454	1.5	1	3	13,225	910	14,135	3,806	9,427	57,168	6.45
C46	85,800	2,550	2,550	545	1,625	3.	3.4	1.5	16,082	2,199	18,281	48,407	11,152	77,840	5.36

Symbol	COLLECTIONS					PERSONNEL					EXPENDITURES				
	Volumes in library (at end of report period)	Volumes added (gross)	Volumes added (net)	Periodical titles received	Microform units in library	Professional Staff (FTE)	Non professional Staff (FTE)	Student assistant (FTE)	Books, Periodicals, etc.	Binding	Total Books and Binding (9/10)	Total salaries and wages	Other operating expenditures	Total operating expenditures (11+12+13)	Total, as school's percentage
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
C6	175,177	4,615	4,531	621	513	3.	4.5	2.5	36,916	2,447	39,363	64,501	13,073	116,937	8.6
C65	88,435	2,008	2,008	317	636	1	2.25	1.7	12,500	,375	12,875	37,400	3,072	53,347	6
C66	131,792	4,623	4,623	991	3,053	5.6	4.7		43,336	8,250	51,586	83,647	18,749	153,982	
C67	71,650	2,493	2,457	415	795	2	4	2	21,359	,496	21,855	41,478	2,117	65,450	7.44
C68	40,500	2,500	2,500	309	112	1	1.5	1	14,391	899	15,290	20,999	7,932	44,221	8.8
D3	73,950	3,000	3,000	698	500	5	4	1.5	21,765	3,111	24,876	54,229	8,592	91,004	8
D5	93,449	2,733	2,733	822	846	2	2	1	14,241	3,036	17,277	36,356	8,377	62,010	13.7
D7	346,744	11,035	10,313	1,498	12,985	13.8	15	19	104,903	9,247	114,150	323,186	10,612	447,948	8.6
D8	166,715	5,802	5,802	575	-	2	2	3.2	34,218	2,500	36,718	55,851	-	92,569	10.02
E1	165,268	8,503	4,961	1,255	15,000	5.5	5.5	9.4	86,962	7,674	94,636	135,155	9,218	239,009	4.35
E2	80,818	1,432	1,432	526	2,419	4	1	4	16,771	873	17,644	41,518	4,100	63,262	22.8
E25	74,299	5,183	5,020	810	2,941	5.7	4.7	14	38,443	2,798	41,231	125,003	13,251	179,485	8.6
E3	59,388	1,560	1,465	276	210	9.5	4	1.4	13,379	2,054	15,633	29,375	50,369	95,377	15.7
E5	14,289	2,163	2,163	120		1	2	4	30,052	248	30,300	12,551	5,332	48,183	14
E55	97,502	4,282	4,207	469	4,269	2	4	5.21	28,921	5,817	34,738	50,623	2,424	87,785	
E6	69,234	1,350	1,149	216	15	3.1	1.2	3	15,113	649	15,762	49,194	3,899	68,855	7.9
E65	54,331	1,295	1,295	281	769	1.4	1.6	1	12,149	1,143	13,292	30,026	997	44,315	12
E7	27,060	1,064	1,064	158	36	.5	1	1	6,975	400	7,375	7,350	4,600	19,408	16
E8	15,486	1,232	1,232	176	25	1			4,995	20	5,015	11,058	335	16,408	13.54
E85	122,531	4,908	4,675	662	5,650	3	3	2.2	35,150	2,500	37,650	82,090	19,147	138,887	4.8
F8	86,000	3,900	3,000	575	1,000	2.5	5	2	35,050	3,000	38,050	54,290	5,250	97,590	7.5
G3	209,978	5,250	1,578	1045	1,113	5	5	6	52,030	7,463	59,493	114,884	9,451	183,828	11

Symbol	COLLECTIONS					PERSONNEL					EXPENDITURES				
	Volumes in library (at end of report period)	Volumes added (gross)	Volumes added (net)	Periodical titles received	Microform units in library	Professional Staff (FTE)	Non Professional Staff (FTE)	Student assistant (FTE)	Books, Periodicals, etc.	Binding	Total Books and Binding (9*10)	Total salaries and wages	Other operating expenditures	Total operating expenditures (11*12*13)	Total as school's Percentage
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
G4	178,661	3,444	3,394	480	1,319	4	5.7	2.8	37,993	10,126	48,119	86,394	61,734	148,129	10.9
G6	80,992	2,712	2,624	558	1,010	2.5	3.5	1.5	18,823	564	19,388	51,418	5,114	75,920	10.45
G65	59,402	4,921	4,921	464	4,629	3	5	1.5	18,109	1,300	19,409	59,050	13,371	91,830	7.8
G7	306,155	7,376	7,376	1,100	2,573	4.5	7.38	1	80,080	6,801	86,881	129,329	34,769	250,979	
H3	56,300	2,300	2,100	355	3,928	1	1	1	15,444	1,400	16,844	14,388	7,319	38,819	10.3
H35	41,243	3,374	3,349	363	2,169	2	2	.33	17,572	2,587	20,159	26,711	3,309	50,179	
H36	251,959	6,352	6,229	1,100	3,654	4.75	5.70	2	40,421	750	41,171	80,689	14,044	135,904	
H37	325,216	7,407	6,929	1,255	1,954	5.7	9.7	.8	63,709	13,621	77,430	149,349	23,464	250,243	
*H4	250,044	9,890	9,890	1,960	15,537	8	16	2.5	41,050	4,277	45,327	211,825	20,793	277,945	11
*H45	110,500	2,500	500	450	137	5	1	0	11,500	1,500	13,000	61,150	1,900	76,050	15
H6	13,100	150	147	120	51	1	1	0	1,907	460	2,377	16,979		15,008	24.88
H65	69,165	2,687	2,662	202	642	1	1	5			9,728	25,621	2,250	37,599	
H8	90,000	5,000	5,000	250	207	1.33	2	3	30,414	1,906	32,320	20,697	3,378	55,396	10.5
I4	87,999	2,083	(-158)	518	416	3.9	6.9	3	25,008	2,508	27,516	63,660	6,872	99,048	
*I5	72,097	2,977	(-753)	370	119	2.5	1	.7	9,938	1,504	11,442	19,375	4,403	35,220	13.3
I8	65,632	3,369	3,369	375	555	4	3	12			26,953	53,552	8,896	89,412	
*J4	97,696	1,028	(-1,531)	417	229	1.2	1	.3	9,667	1,028	10,695	23,270	626	34,591	9.92
K4	45,000	4,696	4,637	393	165	1	1.5	3.2	22,752	3,802	26,554	28,963	3,482	58,999	6.02
K5	66,126	1,839	685	261	68	1	3	6	10,297	911	11,208	40,784	4,733	56,726	28
L3	104,731	3,751	3,751	445	1,029	2	2	1	18,418	326	18,744	29,120	18,297	66,161	14
L4	77,331	1,701	1,701	904	4,275	2	1	2	14,125	4,000	18,125	21,559		39,684	7.7
*L5	51,652	2,625	2,625	353	16,479	2	1	2	22,592	1,243	23,836	25,234	1,866	50,935	3.4

Symbol	COLLECTIONS					PERSONNEL					EXPENDITURES				
	Volumes in library (at end of report Period)	Volumes added (gross)	Volumes added (net)	Periodical titles received	Microform units in library	Professional Staff (FTE)	Non professional Staff (FTE)	Student assistant (FTE)	Books, Periodicals, etc.	Binding	Total Books and Binding (9/10)	Total salaries and wages	Other operating expenditures	Total operating expenditures (11+12+13)	Total as school's percentage
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
L6	68,487	3,166	3,042	293	102	2	3	1.75	22,155	3,000	25,155	60,502	8,278	93,935	8.6
L8	105,975	2,595	2,543	503	178	3	3.25	2	21,379	1,500	22,879	55,858	1,587	80,324	9.6
L82	106,262	1,867	1,651	529	286	3.1	3.3	.5	15,658	943	16,601	70,397	2,217	89,215	7.24
L83	58,525	2,178	2,178	434	422	1.5	2	1.5	18,311	2,516	20,827	32,539	5,703	59,069	11.1
L84	102,443	2,479	2,265	400	1,186	2	4.5	1.5	19,473	2,290	21,763	55,148	3,701	80,613	1.9
L85	110,439	3,293	3,293	515	487	2	5	5	21,750	4,500	26,250	70,088	3,213	99,551	20
*L855	26,205	653	618	88			1	2	6,000	594	6,594	5,740	844	13,178	8
L86	50,582	2,056	2,056	457	2,872	1	1	1	10,824	2,400	13,224	23,241	2,462	38,927	8.1
M3	163,104	2,100	2,100	739	69,252	5	4	3.5	27,721	3,500	31,221	99,345	57,711	188,227	11.3
M33	50,607	2,043	2,043	242	6,009	2	2.5	1	13,853	1,050	14,903	41,379	1,180	57,463	27.3
M35	683,452	55,488	55,123	6,676	830,440	40	136	19	733,500	24,600	758,100	346,100	269,300	373,500	7.6
*M37	66,412	3,500	3,400	360	60	2	4	0	19,000	3,200	22,200	26,000	7,800	56,000	68.2
*M39	86,500	442	442	150	25	.75	.5	.1	3,500	500	4,000	16,900	1,800	22,700	7
M4	39,808	5,302	5,302	216	317	1.5	1	.5	10,448	7,495	17,943	16,333	6,680	40,956	22.8
M45	52,394	3,601	3,601	325	594	2	3	2	27,963	2,657	30,620	49,914	2,717	83,251	12.5
M5															
M6															
M63	56,895	2,069	2,069	596	168	2	3	1.3	15,159	63	15,221	33,532	1,917	50,670	10.4
M66	69,700	2,225	2,225	400	500	.5	1	1.4	13,585	2,426	16,011	31,899	5,686	40,432	10.5
N3	48,635	931	841	245	195	1	1.6		10,473	693	11,166	16,101	6,698	33,965	6.3
N35	45,190	1,948	583	308	172	2	2	2	10,319	3,684	14,003	25,528	2,377	41,900	11
N4	124,802	1,510	1,510	342	163				10,576	1,439	12,015	27,551	50	39,617	14.1

Symbol	COLLECTIONS					PERSONNEL					EXPENDITURES				
	Volumes in library (at end of report period)	Volumes added (gross)	Volumes added (net)	Periodical titles received	Microform units in library	Professional Staff (FTE)	Non professional Staff (FTE)	Student assistant (FTE)	Books, Periodicals, etc.	Binding	Total Books and Binding (9+10)	Total salaries and wages	Other operating expenditures	Total operating expenditures (11+12+13)	Total as school's Percentage
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
N45	117,699	4,018	2,418	495	2,437	4	8	2.5	30,092	1,783	31,875	75,112	9,685	116,672	9
*N47	26,000	2,000	2,000	110			1	1	4,730	1,960	6,690	5,600	320	12,610	22
N6	42,752	1,613	1,610	267	247	1.5	1.9	.6	11,804	1,587	13,391	23,072	693	37,156	13
N63	44,495	1,393	1,374	325	251	1.75	1	1.5	11,339	868	12,207	25,394	1,492	39,093	12
N64	60,929	1,175	1,172	436	31	2	2	2	9,800	1,200	11,000	26,280	3,110	40,390	11
N65	74,854	1,216	1,216	683	120	1	1	4	11,411	245	11,656	27,960	2,420	42,036	24
N66	1,186,608	51,900	49,219	12,643	336,552	35	83	33	500,855	35,633	536,488	858,256	116,157	1,510,901	2.8
*O2	32,936	1,967	1,889	207		1	1	0	8,775	55	8,830	15,408	408	24,646	10
O7	118,647	4,909	4,647	1,139	1,632	4.5	10	8	43,500	5,500	49,000	90,707	13,900	153,607	-
P3	96,194	3,463	3,286	499	48,363	.5	1	2	23,058	2,980	26,038	27,600	12,462	66,100	8.2
*P35	12,214	275	12	71		1		2	7,500		7,500	7,000	500	15,000	14
P4	147,914	5,699	5,699	401	4,364	3	4	2	72,865	6,663	79,528	67,368	4,934	151,830	
P45	64,634	2,556	2,390	459	4,318	1.60	2.87	3.80	12,396	1,510	13,906	37,282	1,436	52,625	21
P5	164,719	3,946	3,645	840	629	4	4.4		36,000	7,500	43,500	63,432	14,187	121,119	10
P6	20,579	1,546	1,515	269		1	3	10	12,250	1,550	13,800	11,180	4,645	29,625	5.5
P7	314,353	5,611	5,369	650	1,598	7	6.5	2.7	46,185	3,918	50,103	128,821	3,740	182,394	6.1
*R4	28,248	1,667	1,660	302	168	2	3	6	16,300		16,300	28,000	1,500	43,800	9.53
*R5	85,700	2,700	2,700	383	45	2	1.5	2	15,200	800	16,000	33,620		49,620	2.7
S1															
S2	74,879	1,382	1,382	465	60	2	1	3	10,191	1,611	11,803	20,501	3,698	36,002	7.0
S21	156,021	5,964	641	675	1,196	6.5	7.75	2.5	30,427	6,215	36,641	89,024	14,205	139,871	10
S212	27,855	2,422	2,422	217	47	2	2		3,717	567	4,284	24,300	54	31,024	5.3

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
*S213	52,700	1,300	1,150	365	425	1.5	.5	2.5	10,156	500	10,656	15,813	2,500	28,969	5.5
*S214	49,581	2,102	2,072	462	380	2	1		14,103	396	14,499	16,567		40,036	
S22	32,181	2,440	1,781	194	3	1	2	1	16,300	1,400	17,700	25,585		43,285	
S23	32,820	1,786	8,590	298	550	1	2	2	13,483	1,480	14,963	28,860	2,467	46,290	11
S24	110,883	2,721	2,533	325	248	1	3.5	.5	25,115	2,491	27,607	20,067	2,624	50,298	
S25	45,834	1,623	1,615	205	5,720	2.6	2	.6	6,770	101	6,870	38,565	689	46,124	12
S255	238,353	9,608	9,353	1,274	10,272	5	9	14	88,501	6,500	95,002	111,068	29,943	236,013	4
*S258	80,447	2,726	2,726	375	1,300	1.6	1	.2	26,939	1,301	28,240	37,160	3,138	68,538	
*S259	2,545	1,417	1,417	150	144	2	1	1	6,926	248	7,174	25,119	1,156	33,449	
S26	101,863	4,563	4,251	936	421	1	1	2.5	27,133	3,861	30,934	29,070	2,530	62,594	6.4
S265	122,458	2,191	2,092	450	1,012	1			14,149	3,156	17,306	34,315	1,753	53,374	
S27	37,375	1,940	1,940	359	203	1	.5	1	11,179	2,597	13,776	13,963	1,184	28,923	8
S275	110,504	3,154	3,004	272	365	2.5	3		16,368	1,758	13,125	41,850	3,407	63,382	
*S278	26,556	1,702	1,592	238	919	1		.8	12,653	659	13,312	9,118	1,749	24,178	
*S279	77,451	4,687	4,687	550	500	3.5	1	1	25,860	1,737	27,597	35,948	3,387	66,937	
*S28	50,775	1,275	1,275	175	23	1	1	.52	15,233	550	15,783	20,095	1,350	37,228	10.3
S283	54,782	1,425	1,425	350	125	2	3	2	11,343	1,542	12,884	32,319	5,933	51,137	
*S284	58,457	2,000	1,990	350	203	2.5	1.4	1.5	15,232	2,363	17,596	18,288	3,219	39,104	10
S285	25,587	1,468	1,468	166	627	1	.5				12,000	13,000		25,000	9
*S29	59,840	4,451	4,451	270	2,290	2	2	5	22,000	200	22,200	23,000	3,000	58,200	10
*S294	177,467	4,497	4,071	1,012	104,122	5	5	6	60,257	8,203	68,460	81,691	2,479	152,630	8
S3	88,021			728	215	5	8	4.74	27,205	13,645	41,450	112,399	6,701	160,550	11

Symbol	COLLECTIONS					PERSONNEL					EXPENDITURES				
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	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
*S42	20,685	985	985	176	471	1	1	.5	4,920	267	5,187	11,070	246	16,433	13.8
S43	26,350	1,300	1,240	250	5	1.9	.5		11,172	984	12,156	19,214	929	32,299	9
S45	80,933	3,236	3,236	650	913	2	3	2	29,148	1,747	30,895	42,310	47,836	121,041	14
S6	103,812	3,890	3,627	758	57,203	4	5	2.6	35,698	2,817	38,515	68,513	13,177	120,205	10.7
S63	211,431	8,940	6,897	1,235	5,246	6	12	8.3	47,615	5,998	53,613	132,038	21,694	207,345	9.14
S66	382,674	11,228	10,659	1,614	5,160	9	12	19	47,079	10,351	57,430	170,282	51,963	271,739	11
S9	30,801	250	250	25	10	1		1	1,500	150	1,650	6,600	275	8,525	
T3	104,061	8,285	7,958	745	3,060	4.6	6	6.8	45,030	5,203	50,233	83,067	7,006	140,306	6.54
T5	12,350	2,500	2,350	75	150	1		1	6,000	600	6,600	8,000	2,000	10,000	25
T7	27,759	537	349	51	47	1	1	1	2,439		2,439	16,096	465	19,000	
U3	532,246	5,817	5,100	1,800	2,855	8.6	12.4	7	40,290	7,943	48,233	207,104	9,295	264,632	10.7
U35	168,115	10,138	9,611	885	68,854	5	15		37,548	2,550	40,098	126,185	36,199	202,482	9.75
U4	80,478	2,754	2,362	500	706	2	2.5	1	21,141	1,214	22,355	48,489	5,057	75,901	10.9
U45	44,206	2,454	2,340	276	1,857	1	2	.5	16,661	878	17,539	22,944	1,332	41,815	
U6	55,378	2,771	2,583	766	4,693	2.25	1	1.8	21,921	3,098	25,019	34,093	2,676	59,405	19
V3	50,110	2,440	2,391	162	241	1	2	.5	7,625	854	8,479	25,929	1,153	35,561	8.58
V4	109,428	5,698	1,536	414	1,899	3	3	2.2	28,345	3,950	32,295	62,794	3,114	98,204	12
V6															
V7	97,694	2,662	2,629	440	801	2	3	1.2	24,744	5,966	30,710	54,316	3,724	88,750	8.2
W3	80,572	2,653	2,653	350	108	1	1.5	2	25,175	882	26,057	14,715	6,558	53,420	12.60
W33	119,264	3,300	3,300	1,145		6	4	2	21,228	1,455	22,682	65,613	5,112	93,408	21.46
W36	43,000	3,000	3,000	377	300	1	2				18,363	18,400	1,200	37,963	

SUPPLEMENT - LIBRARIES REPORTING LATE

RANK ORDER - Volumes in library

14a	Duke	166,715
14b	McCormick	165,204
19a	New Brunswick	126,312
68a	Episcopal (Cambridge)	69,234
116a	Wycliff	33,140

RANK ORDER - Percentage increase in volumes in library

70a	Wycliff	3.19
81a	McCormick	2.55
106a	Episcopal (Cambridge)	1.70
109a	New Brunswick	1.21

RANK ORDER - Volumes added

12a	Duke	5,802
83a	McCormick	2,100
109a	New Brunswick	1,510
116a	Episcopal (Cambridge)	1,350
135a	Wycliff	300

RANK ORDER - Percentage increase in volumes added

70a	Wycliff	- 4.76
78a	McCormick	- 8.5
86a	Episcopal (Cambridge)	- 14.34
101a	New Brunswick	- 22.21

RANK ORDER - Books and Binding

22a	Duke	36,718
27a	McCormick	31,221
80a	Episcopal (Cambridge)	15,762
105a	New Brunswick	12,015
138a	Wycliff	2,188

RANK ORDER - Percentage increase in expenditures for Acquisition and binding

29a	McCormick	12.56
72a	New Brunswick	- 1.41
74a	Episcopal (Cambridge)	- 2.60
85a	Wycliff	- 4.87

LIBRARIES NOT REPORTING

Midwest Baptist
Moravian
St. Augustine's
Victoria University

1	Union (New York)	532, 246	71	* Maryknoll	66, 412
2	Southwestern Baptist	382, 674	72	Bethany	66, 331
3	Harvard Divinity	325, 216	73	Knox	66, 126
4	Princeton	314, 353	74	Interdenominational	65, 632
5	Graduate Theol. Union	306, 155	75	* Catholic Theol (Chicago)	65, 000
6	Yale	293, 184	76	Phillips	64, 634
7	Hartford	251, 959	77	Westminster	63, 462
8	* Hebrew Union, Cincin.	250, 044	78	Bangor	60, 948
9	Southern Baptist	211, 431	79	Northern Baptist	60, 929
10	Garrett-Seabury	209, 978	80	* St Thomas (Denver)	59, 840
11	Andover Newton	182, 316	81	Central Baptist	59, 637
12	General	178, 661	82	Gordon-Conwell	59, 402
13	Colgate R/Bexl/Crozer	175, 177	83	Eden	59, 388
14	Union (Richmond)	168, 115	84	Lutheran (Columbus)	58, 525
15	Pittsburgh	164, 719	85	* St. Paul Sem. (St. Paul)	58, 457
16	St. Charles Borromeo	156, 021	86	Associated Mennonite	58, 308
17	Woodstock	152, 578	87	Western	57, 236
18	Perkins	147, 914	88	Mt. St. Alphonsus	56, 895
19	Concordia (St. Louis)	131, 792	89	Hamma	56, 300
20	Weston	124, 871	90	Bethel	56, 300
21	Evangelical	122, 531	91	U. of South (Sewanee)	55, 378
22	St. Mary of the Lake	122, 458	92	St. Paul (Kansas City)	54, 782
23	Washington Theol. Coal.	119, 264	93	Episcopal (Austin)	54, 331
24	New Orleans Baptist	117, 699	94	* St. Francis (Milwaukee)	52, 700
25	St. John's (Brighton)	110, 883	95	Methodist (Ohio)	52, 394
26	St Mary's (Baltimore)	110, 504	96	* Lincoln	51, 652
27	* Hebrew Union, N. Y.	110, 500	97	* St Patrick's	50, 775
28	Lutheran, (Philadelphia)	110, 439	98	McGill	50, 607
29	Vanderbilt (J. U. L.)	109, 428	99	Lutheran, Columbia	50, 582
30	Aquinas-Dubuque	108, 073	100	Vancouver	50, 110
31	Boston	107, 540	101	* St. John Vianney	49, 581
32	Lutheran, (Chicago)	106, 262	102	Nashotah House	48, 635
33	Luther (St. Paul)	105, 975	103	St. John's (Camarillo)	45, 834
34	Lancaster	104, 731	104	Nazarene	45, 190
35	Southeastern Baptist	103, 812	105	Kenrick	45, 000
36	Lutheran (Gettysburg)	102, 443	106	North Park	44, 495
37	St. Louis	101, 863	107	United, (Twin Cities)	44, 206
38	* Jesuit School (Chicago)	97, 696	108	North American Baptist	42, 752
39	Virginia (Alexandria)	97, 694	109	Atonement	41, 925
40	Emory	97, 502	110	* Atlantic (Halifax)	41, 884
41	Austin	96, 637	111	Harding	41, 243
42	Pacific School of Relig.	96, 194	112	Anderson	40, 718
43	Divinity (Philadelphia)	93, 449	113	Conservative	40, 500
44	Huron	90, 000	114	Memphis	39, 808
45	Asbury	89, 897	115	Ashland	38, 593
46	Columbia	88, 435	116	St Mary Sem. (Cleveland)	37, 375
47	Sch. of Theol., Claremont	88, 021	117	* Oblate	32, 936
48	Iliff	87, 999	118	St John's Provincial	32, 820
49	* Meadville	86, 500	119	Swedenborg	30, 801
50	Fuller	86, 000	120	Reformed	28, 248
51	Christian	85, 800	121	* St. Francis (Loretto)	27, 855
52	* Regis	85, 700	122	Trinity	27, 759
53	Golden Gate	80, 992	123	Erskine	27, 060
54	Seventy-Day Adventist	80, 933	124	Western Conservative	26, 805
55	Eastern Baptist (Phila.)	80, 818	125	* St Mary's, (Houston)	26, 556
56	Wartburg	80, 572	126	Sem. St. Vincent de Paul	26, 350
57	United (Dayton)	80, 478	127	* Lutheran (saskatoon)	26, 205
58	* St Joseph's (Yonkers)	80, 447	128	Western Evangelical	26, 018
59	Chicago	80, 144	129	* Newman (Edmonton)	26, 000
60	Wesley	78, 351	130	St. Peter's (Ontario)	25, 587
61	Lexington	77, 331	131	Catholic Sem. (Indianapolis)	21, 900
62	St Bernard's	74, 879	132	* Seminario Evangelico	20, 685
63	Northwestern Lutheran	74, 854	133	Pope John XXIII	20, 579
64	Eastern Mennonite	74, 299	134	Evangelical Congregation	15, 486
65	Calvin	72, 282	135	Hood	13, 100
66	Concordia, Springfield	71, 650	136	Three Hierarchs	12, 350
67	Dallas	70, 950	137	* Payne	12, 214
68	Mt. St. Mary	69, 700	138	Baptist Missionary Assn.	12, 000
69	Howard	69, 165	139	St. Leonard (Dayton)	2, 545
70	Louisville	68, 487			

1	Southwestern Baptist	11,228	71	Concordia (Springfield)	2,493
2	Union (Richmond)	10,035	72	Lutheran (Gettysburg)	2,479
3	* Hebrew Union (Cincin.)	9,890	73	United (Twin Cities)	2,454
4	Southern Baptist	8,940	74	Vancouver	2,440
5	Atonement	8,425	75	* St. Francis (Loretto)	2,422
6	Harvard	7,407	76	Calvin	2,332
7	Graduate Theol. Union	7,376	77	Hamma	2,300
8	Aquinas-Dubuque	6,828	78	Ashland	2,243
9	Hartford	6,352	79	Mt. St. Mary	2,225
10	Yale	6,202	80	St. Mary of the Lake	2,191
11	St. Charles Borromeo	5,964	81	Lutheran (Columbus)	2,178
12	Union (New York)	5,817	82	Emmanuel	2,163
13	Perkins	5,699	83	* St. John Vianney	2,102
14	Vanderbilt (J. U. L.)	5,698	84	Iliff	2,083
15	Princeton	5,611	85	Mt. St. Alphonsus	2,069
16	Memphis	5,302	86	Lutheran, Columbia	2,056
17	Garrett-Seabury	5,250	87	Austin	2,047
18	Eastern Mennonite	5,183	88	McGill	2,043
19	Huron	5,000	89	Bangor	2,018
20	Gordon-Conwell	4,921	90	Columbia	2,008
21	Evangelical	4,908	91	* Newman (Edmonton)	2,000
22	Asbury	4,772	92	* St. Paul Sem. (St. Paul)	2,000
23	Kenrick	4,696	93	* Oblate	1,967
24	Concordia (St. Louis)	4,623	94	Nazarene	1,948
25	Colgate-R/Bexl/Crozer	4,615	95	St. Mary (Cleveland)	1,940
26	St Louis	4,563	96	Western Conservative	1,903
27	* St Thomas (Denver)	4,451	97	Lutheran (Chicago)	1,867
28	Bethel	4,350	98	Knox	1,839
29	Emory	4,282	99	Chicago	1,814
30	New Orleans Baptist	4,018	100	St John's Provincial	1,786
31	Pittsburgh	3,946	101	* St Mary's (Houston)	1,702
32	Southeastern Baptist	3,890	102	Lexington	1,701
33	Lancaster	3,751	103	* Catholic Theol. Union, Chgo.	1,700
34	Methodist (Ohio)	3,601	104	Weston	1,700
35	Andover Newton	3,514	105	* Reformed	1,667
36	* Maryknoll	3,500	106	St John's (Camarillo)	1,623
37	Woodstock	3,487	107	North American Baptist	1,613
38	Pacific School of Relig.	3,463	108	Eden	1,560
39	General	3,444	109	Pope John XXIII	1,546
40	Boston	3,416	110	Anderson	1,500
41	Harding	3,374	111	St. Peter's (Ontario)	1,468
42	Interdenominational	3,369	112	Eastern Baptist	1,432
43	Washington Theol. Coal.	3,300	113	St Paul (Kansas City)	1,425
44	Lutheran, (Philadelphia)	3,293	114	* St Leonard (Dayton)	1,417
45	Seventh-Day Adventist	3,236	115	North Park	1,393
46	Louisville	3,166	116	St Bernard's	1,382
47	St. Mary's (Baltimore)	3,154	117	Western (Holland)	1,333
48	Wesley	3,150	118	* St Francis (Milwaukee)	1,300
49	Dallas	3,000	119	Sem. of St. Vincent de Paul	1,300
50	Fuller	3,000	120	Episcopal (Austin)	1,295
51	Westminster	2,973	121	St. Patrick's	1,275
52	Associated Mennonite	2,820	122	Evangelical	1,232
53	Univ. of South (Sewanee)	2,771	123	Northwestern Lutheran	1,216
54	United, (Dayton)	2,754	124	Bethany	1,215
55	Divinity (Philadelphia)	2,733	125	Catholic Sem Fndn	1,200
56	* St. Joseph's (Yonkers)	2,726	126	Northern Baptist	1,175
57	St John's (Brighton)	2,721	127	Baptist Missionary Assn	1,150
58	Golden Gate	2,712	128	Central Baptist	1,072
59	* Regis	2,700	129	Jesuit School (Chicago)	1,028
60	Howard	2,687	130	Seminario Evangelico	985
61	Virginia (Alexandria)	2,662	131	Nashotah House	931
62	Wartburg	2,653	132	Atlantic (Halifax)	741
63	Lincoln	2,625	133	Lutheran (Saskatoon)	653
64	Luther, (St. Paul)	2,595	134	Trinity	537
65	Western Evangelical	2,558	135	Meadville	442
66	Phillips	2,556	136	Payne	275
67	Christian	2,550	137	Swedenborg	250
68	Conservative Baptist	2,500	138	Hood	150
69	* Hebrew Union, N. Y.	2,500			
70	Three Hierarchs	2,500			

RANK ORDER: TOTAL EXPENDITURES FOR ACQUISITION AND BINDING

57

1	Graduate Theol. Union	86,881	70	Eastern Baptist	\$ 17,644
2	Perkins	79,528	71	* St. Paul Sem. (St. Paul)	17,596
3	Harvard	77,430	72	United, Twin Cities	17,539
4	Garrett/Seabury West	59,493	73	St. Mary of the Lake	17,306
5	Southwestern Baptist	57,430	74	Divinity (Philadelphia)	17,277
6	Yale	56,870	75	Hamma	16,844
7	Southern Baptist	53,613	76	Lutheran (Chicago)	16,601
8	Concordia (St. Louis)	51,586	77	* Reformed	16,300
9	Princeton	50,103	78	Mt. St Mary	16,011
10	Union, N. Y.	48,233	79	* Regis	16,000
11	General	48,119	80	* St. Patrick's	15,783
12	Hebrew Union (Cincin)	45,327	81	Eden	15,633
13	Pittsburgh	43,500	82	Catholic Theol Union (Chgo)	15,500
14	Sch. of Theol (Claremont)	41,450	83	Conservative Baptist	15,290
15	Eastern Mennonite	41,231	84	Mt St. Alphonsus	15,221
16	Hartford	41,171	85	St John's Provincial	14,963
17	Union (Richmond)	40,098	86	McGill	14,903
18	Colgate R/Bexl/Crozer	39,363	87	* St. John Vianney	14,499
19	Aquinas-Dubuque	39,310	88	Chicago	14,135
20	Southeastern Baptist	38,515	89	Nazarene	14,003
21	Fuller	38,050	90	Phillips	13,906
22	Evangelical	37,650	91	Pope John XXIII	13,800
23	St. Charles Borromeo	36,642	92	St. Mary (Cleveland)	13,776
24	Emory	34,738	93	North American Baptist	13,391
25	Huron	32,320	94	St. Mary's (Houston)	13,312
26	Vanderbilt	32,295	95	Episcopal (Austin)	13,292
27	New Orleans Baptist	31,875	96	Lutheran (Columbia)	13,223
28	St Louis	30,994	97	* Hebrew Union (Cincin.)	13,000
29	Seventh-Day Adventist	30,895	98	Atonement	13,000
30	Virginia (Alexandria)	30,710	99	St. Paul (Kansas City)	12,884
31	Methodist (Ohio)	30,620	100	Columbia	12,875
32	Andover-Newton	30,374	101	Bangor	12,720
33	Woodstock	29,000	102	Western (Holland)	12,655
34	Asbury	28,987	103	Associated Mennonite	12,216
35	St Joseph's (Yonkers)	28,240	104	North Park	12,207
36	St John's (Brighton)	27,607	105	Sem. of St. Vincent de Paul	12,156
37	Iliff	27,516	106	St Peter's (Ontario)	12,000
38	Wesley	27,455	107	St Bernard's	11,803
39	Interdenominational	26,963	108	Northwestern Lutheran	11,656
40	Kenrick	26,554	109	Knox	11,208
41	Lutheran (Philadelphia)	26,250	110	Nashotah House	11,166
42	Wartburg	26,057	111	Western Conservative	11,120
43	Pacific School of Relig.	26,038	112	Northern Baptist	11,000
44	Louisville	25,155	113	Jesuit School (Chicago)	10,695
45	U. of South (Sewanee)	25,019	114	* St. Francis (Milwaukee)	10,656
46	Dallas	24,876	115	Ashland	10,380
47	Calvin	24,443	116	Bethany	10,206
48	Westminster	23,949	117	Catholic Sem. Fndn.	10,167
49	Lincoln	23,836	118	Baptist Missionary Assn.	10,101
50	Luther (St. Paul)	22,879	119	Howard	9,728
51	Washinton Theo. Coal.	22,682	120	Central Baptist	9,526
52	Weston	22,408	121	Western Evangelical	9,310
53	United (Dayton)	22,355	122	Atlantic (Halifax)	8,907
54	* Maryknoll	22,200	123	* Oblate	8,831
55	* St. Thomas (Denver)	22,200	124	Vancouver	8,479
56	Concordia (Springfield)	21,855	125	* Payne	7,500
57	Lutheran (Gettysburg)	21,763	126	Erskine	7,375
58	Bethel	21,730	127	St. Leonard	7,174
59	Lutheran (Columbus)	20,827	128	St. John's (Camarillo)	6,870
60	Austin	20,497	129	Newman (Edmonton)	6,890
61	Harding	20,159	130	Three Hierarchs	6,600
62	Gordon-Conwell	19,409	131	Lutheran (Saskatoon)	6,594
63	Golden Gate	19,388	132	Anderson	5,866
64	Lancaster	18,744	133	Seminario Evangelico	5,187
65	Christian	18,281	134	Evangelical	5,015
66	Boston	18,270	135	* St. Francis (Loretto)	4,284
67	Lexington	18,125	136	* Meadville	4,000
68	St. Mary's (Baltimore)	18,125	137	Trinity	2,439
69	Memphis	17,943	138	Hood	2,377
			139	Swedenborg	1,650

RANK ORDER: PERCENTAGE INCREASE IN VOLUMES IN LIBRARY

1	Atonement	37.01	70	North Park	3.19
2	St John's Provincial	35.45	71	Boston	3.11
3	Memphis	26.35	72	Lutheran (Philadelphia)	3.07
4	Three Hierarchs	19.32	73	Christian	3.06
5	Lexington	18.62	74	Sem. of St. Vincent de Paul	2.87
6	St Francis (Loretto)	16.78	75	St. Mary's (Baltimore)	2.79
7	Anderson	14.48	76	St. Paul (Kansas City)	2.77
8	Western Evangelical	10.90	77	Nazarene	2.75
9	• Baptist Missionary Assn.	10.60	78	Western (Holland)	2.71
10	Calvin	10.12	79	Colgate R/Bexl/Crozer	2.66
11	Gordon-Conwell	9.03	80	Wash. Theol. Coalition	2.65
12	• Catholic Theol Union	8.33	81	• St. Patrick's	2.58
13	• Newman (Edmonton)	8.33	82	Hartford	2.53
14	Bethel	8.27	83	Eden	2.53
15	Pope John XXIII	7.95	84	Luther (St. Paul)	2.46
16	Methodist (Ohio)	7.38	85	Episcopal (Austin)	2.44
17	• St. Francis (Milwaukee)	7.33	86	• Lutheran (Saskatoon)	2.42
18	• Reformed	7.20	87	St. John's (Brighton)	2.34
19	Fuller	7.02	88	Chicago	2.32
20	Conservative Baptist	6.98	89	Howard	2.29
21	• St. Mary's (Houston)	6.85	90	Lutheran (Gettysburg)	2.26
22	Southwestern Baptist	6.67	91	Harvard	2.18
23	Ashland	6.16	92	Austin	2.16
24	• Oblate	6.08	93	Northern Baptist	2.11
25	Union (Richmond)	6.06	94	• Regis	2.10
26	Bangor	5.80	95	Yale	2.09
27	Interdenominational	5.60	96	Woodstock	2.00
28	United (Twin Cities)	5.59	97	General	1.96
29	Kenrick	5.54	98	Andover	1.95
30	Virginia (Alexandria)	5.51	99	St. Bernard's	1.88
31	St Mary Sem (Cleveland)	5.47	100	Eastern Baptist	1.80
32	• Maryknoll	5.40	101	Northwestern Lutheran	1.80
33	• Lincoln	5.38	111	Central Baptist	1.77
34	Asbury	5.13	102	Nashotah House	1.76
35	Associated Mennonites	5.08	103	Princeton	1.74
36	Vancouver	5.01	104	St. Mary of the Lake	1.74
37	• Seminario Evangelico	5.00	105	• Hebrew Union (Cincin.)	1.73
38	• St. Thomas (Denver)	4.98	106	Pittsburgh	1.70
39	Westminster	4.91	107	Lutheran (Chicago)	1.58
40	Univ. of South (Sewanee)	4.89	108	Weston	1.38
41	Louisville	4.66	109	Trinity	1.27
42	Emory	4.51	110	Hood	1.16
43	United (Dayton)	4.40	111	Vanderbilt	1.03
44	St. Louis	4.35	112	Swedenborg	0.99
45	Divinity (Philadelphia)	4.35	113	Mt. St. Mary	0.93
46	Lutheran (Columbia)	4.24	114	Union (N. Y.)	0.92
47	• Meadville	4.22	115	Knox	0.88
48	McGill	4.21	116	Garrett-Seabury	0.76
49	Wesley	4.19	117	St. Charles Borromeo	0.41
50	Seventh Day Adventist	4.16	118	Bethany	0.02
51	Huron	4.10	120	Hiff	- 0.18
52	Columbia	4.04	121	Catholic Sem Fndn.	- 0.45
53	Perkins	4.01	122	Concordia (St. Louis)	- 1.27
54	North American Baptist	3.91	123	• Jesuit School (Chicago)	- 1.54
55	Lutheran (Columbus)	3.87	124	• Hebrew Union (New York)	- 2.21
56	Hanna	3.87	125	• Payne	- 3.06
57	Phillips	3.84	126	Graduate Theol. Union	- 3.83
58	Mt. St. Alphonsus	3.77	127	• St Paul (St. Paul)	- 7.75
59	Lancaster	3.71	128	Atlantic (Halifax)	- 26.70
60	St. John's (Camarillo)	3.65			
61	Southeastern Baptist	3.62			
62	Concordia (Springfield)	3.60			
63	St. John Vianney	3.56			
64	Pacific School of Relg.	3.54			
65	• St. Joseph's (Yonkers)	3.51			
66	Wartburg	3.40			
67	Southern Baptist	3.37			
68	Erskine	3.36			
69	Golden Gate	3.35			

RANK ORDER: PERCENTAGE INCREASE IN TOTAL VOLUMES ADDED

1	Atonement	1304.17	70	St. John's Provincial	- 4.18
2	Golden Gate	118.53	71	St. Paul (Kansas City)	- 5.00
3	* St. Francis (Loretto)	89.66	72	Bethany	- 6.11
4	Ashland	86.92	73	* St. Patrick's	- 6.46
5	Kenrick	82.94	74	Central Baptist	- 6.46
6	Howard	79.01	75	McGill	- 6.88
7	* Maryknoll	65.80	76	Northern Baptist	- 7.33
8	Memphis	65.58	77	Lexington	- 7.40
9	St. Mary's (Baltimore)	57.70	78	* Lutheran (Saskatoon)	- 7.90
10	Vanderbilt	56.24	79	Luther, (St. Paul)	- 9.07
11	Phillips	51.24	80	Colgate R/Bexl/Crozer	- 10.18
12	Hood	50.00	81	St. Louis	- 10.28
13	* Oblate	44.53	82	Pittsburgh	- 10.38
14	Pacific School of Relig.	36.72	83	* Jesuit School (Chicago)	- 10.76
15	St Charles Borromeo	36.16	84	Erskine	- 13.07
16	Andover Newton	34.64	85	General	- 13.25
17	St. Bernard's	32.63	86	Fuller	- 14.29
18	* St. John Vianney	29.59	87	Episcopal (Austin)	- 14.75
19	Bethel	29.49	88	Lancaster	- 14.75
20	* St. Mary's (Houston)	27.97	89	Lutheran (Columbia)	- 15.00
21	Christian	27.50	90	Conservative Baptist	- 15.25
22	St. Mary (Cleveland)	27.13	91	Huron	- 16.67
23	Graduate Theol. Union	25.53	92	Calvin	- 16.68
24	Swedenborg	25.00	93	Mt. St. Alphonsus	- 17.44
25	* St. Paul (St. Paul)	25.00	94	Eden	- 17.72
26	Gordon-Conwell	23.61	95	Nazarene	- 19.10
27	Columbia	22.51	96	St. John's (Brighton)	- 20.11
28	Knox	20.51	97	Hartford	- 20.59
29	* St. Joseph's (Yonkers)	19.93	98	Weston	- 20.89
30	Western Evangelical	18.92	99	Southwestern Baptist	- 21.37
31	Methodist (Ohio)	18.88	100	Austin	- 21.51
32	Wesley	17.76	101	St. Mary of the Lake	- 21.81
33	Louisville	15.09	102	Concordia (Springfield)	- 22.67
34	Perkins	11.88	103	United (Twin Cities)	- 23.43
35	United (Dayton)	10.82	104	* St. Thomas (Denver)	- 25.57
36	Sem. St. Vincent de Paul	10.64	105	Vancouver	- 27.19
37	Interdenominational	8.57	106	Bangor	- 27.83
38	Southern Baptist	8.10	107	Garrett-Seabury	- 28.13
39	Westminster	7.17	108	Woodstock	- 30.51
40	Princeton	6.44	109	Iliff	- 30.57
41	Lutheran, Gettysburg	6.03	110	Wash. Theol. Coalition	- 31.01
42	Asbury	5.83	111	* Reformed	- 31.34
43	* Regis	5.47	112	Eastern Baptist	- 35.00
44	Western (Holland)	5.21	113	Lutheran (Chicago)	- 35.51
45	Trinity	4.88	114	Northwestern Lutheran	- 35.59
46	North Park	4.74	115	Univ. of South (Sewanee)	- 35.64
47	Emory	4.44	116	North American Baptist	- 36.30
48	Union -(Richmond)	4.43	117	St. John's (Camarillo)	- 36.50
49	* St. Francis, Milwaukee	4.17	118	Catholic Sem. Fndn.	- 40.00
50	Southeastern Baptist	3.35	119	* Baptist Missionayr Assn.	- 40.23
51	Wartburg	2.83	120	Nashota House	- 41.99
52	Hamma	2.22	121	Anderson	- 42.86
53	Virginia (Alexandria)	1.37	122	* Payne	- 45.00
54	Associated Mennonites	1.15	123	* Lincoln	- 45.71
55	* Hebrew Union (Cincin.)	0.92	124	* Hebrew Union (N. Y.)	- 50.00
56	Divinity (Philadelphia)	0.81	125	Three Hierarchs	- 54.55
57	Lutheran (Columbus)	0.74			
58	Lutheran (Philadelphia)	0.64			
59	Chicago	0.22			
60	Seventh Day Adventist	0.03			
61	* Newman (Fdmonton)	0			
62	Pope John XXIII	- 0.51			
63	* Seminario Evangelico	- 1.01			
64	Boston	- 2.68			
65	Yale	- 2.68			
66	Mt. St. Mary	- 2.75			
67	* Catholic Theol Union	- 2.86			
68	Concordia, (St. Louis)	- 3.06			
69	Union (N. Y.)	- 3.95			

RANK ORDER: PERCENTAGE INCREASE IN TOTAL EXPENDITURES FOR ACQUISITION AND BINDING

1	St. Patrick's	90.23	71	Golden Gate	- 1.01
2	Interdenominational	58.61	72	Associated Mennonites	- 1.39
3	North American Baptist	56.62	73	St. Louis	- 1.60
4	Fuller	52.44	74	Mt. St. Alphonsus	- 2.04
5	Memphis	50.71	75	Conservative Baptist	- 2.84
6	Hartford	49.64	76	Southwestern Baptist	- 2.96
7	Iliff	43.67	77	Luther (St. Paul)	- 3.01
8	Knox	42.89	78	Vancouver	- 3.08
9	Wartburg	42.76	79	Concordia (Springfield)	- 3.59
10	Westminster	41.72	80	Lutheran (Columbus)	- 3.77
11	Sem. of St. Vincent de Paul	34.55	81	Union (New York)	- 3.86
12	Emory	30.36	82	Vanderbilt	- 4.03
13	St. John's Provincial	28.80	83	Ashland	- 4.08
14	* Atlantic	27.23	84	* Meadville	- 4.76
15	* Lutheran (Saskatoon)	24.58	85	Weston	- 4.84
16	* Payne	24.48	86	Perkins	- 5.19
17	Wesley	24.27	87	Northwestern Lutheran	- 5.55
18	North Park	23.69	88	Pope John XXIII	- 6.78
19	McGill	23.51	89	Central Baptist	- 7.10
20	Swedenborg	22.22	90	Atonement	- 7.14
21	Divinity (Philadelphia)	21.48	91	Howard	- 7.79
22	Garrett-Seabury	20.69	92	Chicago	- 7.82
23	United (Dayton)	20.03	93	Colgate R/Bexl/Crozer	- 7.89
24	Southeastern Baptist	19.88	94	St. Bernard's	- 8.05
25	Bethel	18.18	95	Hamma	- 8.69
26	* St. Paul (St. Paul)	17.04	96	Bethany	- 9.52
27	Methodist (Ohio)	16.68	97	* Oblate	- 9.69
28	* St. Joseph's	13.62	98	Asbury	- 10.37
29	St. Paul (Kansas City)	13.21	99	* Newman (Edmonton)	- 10.80
30	Nashotah House	12.11	100	Seventh Day Adventist	- 11.03
31	Pacific School of Relig.	11.06	101	* St. Mary's (Houston)	- 11.24
32	Eden	9.98	102	* Jesuit School (Chicago)	- 12.81
33	* Regis	9.65	103	Nazarene	- 13.14
34	Princeton	9.61	104	Mt. St. Mary	- 13.36
35	St. Mary's (Baltimore)	9.49	105	Eastern Baptist	- 13.93
36	Lutheran (Gettysburg)	9.23	106	St. Mary (Cleveland)	- 14.62
37	Graduate Theol. Union	8.26	107	Boston	- 16.89
38	Episcopal (Austin)	6.40	108	Hood	- 18.46
39	Virginia (Alexandria)	6.00	109	Anderson	- 19.47
40	Calvin	5.81	110	Western Evangelical	- 20.10
41	Concordia, (St. Louis)	5.77	111	* St. Francis (Milwaukee)	- 20.77
42	Bangor	5.30	112	Austin	- 21.06
43	St. Mary of the Lake	5.13	113	* Baptist Seminary Assn.	- 21.97
44	Western (Holland)	4.66	114	Wash. Theo. Coal.	- 26.11
45	Southern Baptist	3.80	115	Lancaster	- 26.86
46	Andover-Newton	3.67	116	Louisville	- 35.30
47	* St. John Vianney	3.45	117	Lutheran (Columbia)	- 37.76
48	* Catholic Theol. Union	3.33	118	Trinity	- 40.29
49	* Hebrew Union, (Cincin.)	3.27	119	Three Hierarchs	- 51.47
50	St. John's (Brighton)	3.19	120	* St. Francis (Loretto)	- 52.55
51	Columbia	3.02	121	Gordon-Conwell	- 72.25
52	Kenrick	2.89			
53	Northern Baptist	2.64			
54	General	2.51			
55	* St. Thomas (Denver)	2.40			
56	Univ. of the South (Sewanee)	2.15			
57	Lutheran (Philadelphia)	1.94			
58	Catholic Sem. Fndn.	1.66			
59	Christian	1.37			
60	Phi'lips	0.94			
61	Pittsburgh	0.80			
62	Lutheran (Chicago)	0.58			
63	* Seminario Evangelico	0.35			
64	St. John's (Camarillo)	0.12			
65	* Lincoln	- 0.21			
66	* Reformed	- 0.35			
67	* Maryknoll	- 0.43			
68	St. Charles Borromeo	- 0.56			
69	Union (Richmond)	- 0.80			
70	United (Twin Cities)	- 0.98			

RANK ORDER: VOLUMES IN LIBRARY

1	Notre Dame	1,186,608
2	* Catholic U. of America	792,285
3	McMaster	683,452
4	Drew	346,744
5	* St John's (Minn.)	238,353
6	* St. Vincent	177,467
7	Earlham	165,268
8	Brite (Texas Christian)	140,220
9	Oral Roberts	118,647
10	Talbot (Biola)	104,061
11	St. Meinrad	77,451
12	* Eastern Mennonite	74,299
13	Calvin	72,282
14	* Immaculate Conception	72,097
15	Waterloo	43,000
16	St. John's (Winnipeg)	32,181
17	Emmanuel (Tennessee)	14,289

RANK ORDER: PERCENTAGE INCREASE IN VOLUMES IN LIBRARY

1	Emmanuel	17.85
2	Calvin	10.12
3	Mc Master	8.77
4	Talbot	8.28
5	Waterloo	7.50
66	* St. Meinrad	6.15
7	* St. John's (Minn)	4.08
8	Drew	3.07
9	* Catholic U. of America	3.03
10	Brite	3.02
11	* St. Vincent	2.35
12	* Immaculate Conception	1.03
13	St. John's (Winnipeg)	0.47

RANK ORDER: TOTAL VOLUMES ADDED

1	McMaster	55,488
2	Notre Dame	51,900
3	* Catholic U. of America	27,013
4	Drew	11,035
5	* St John's (Minn)	9,608
6	Earlham	8,503
7	Talbot (Biola)	8,285
8	Eastern Mennonite	5,183
9	Oral Roberts	4,909
10	* St Meinrad	4,687
11	* St Vincent	4,497
12	Brite (Texas Christian)	4,331
13	Waterloo	3,000
14	* Immaculate Conception	2,977
15	St John's (Winnipeg)	2,440
16	Calvin	2,332
17	Emmanuel	2,163

RANK ORDER: PERCENTAGE INCREASE IN VOLUMES ADDED

1	Emmanuel	77.59
2	Waterloo	50.00
3	* St. Meinrad	38.92
4	* Catholic U. of America	7.13
5	Drew	0.79
6	St. John's (Winnipeg)	- 2.40
7	Talbot	- 4.89
8	* Immaculate Conception	- 10.79
9	Brite	- 10.44
10	* St. John's (Minn)	- 15.58
11	Calvin	- 16.68
12	* St. Vincent	- 21.91
13	Mc Master	- 27.73

RANK ORDER: TOTAL EXPENDITURES FOR ACQUISITION AND BINDING

1	Mc Master	\$ 758,100
2	Notre Dame	536,488
3	Drew	114,150
4	St. John's (Minn)	95,002
5	Earlham	94,636
6	St. Vincent	68,460
7	Talbot (Biola)	50,233
8	Oral Roberts	49,000
9	Brite	44,932
10	Eastern Mennonite	41,231
11	Emmanuel	30,300
12	St. Meinrad	27,597
13	Calvin	24,443
14	Waterloo	18,363
15	St. John's (Winnipeg)	17,700
16	Immaculate Conception	11,442
17	Catholic U. of Amer.	no data

RANK ORDER: PERCENTAGE INCREASE IN TOTAL EXPENDITURES FOR ACQUISITION AND BINDING

1	St. John's (Winnipeg)	39.10
2	Talbot (Biola)	26.23
3	Waterloo	8.61
4	Calvin	5.81
5	Mc Master	1.36
6	Drew	- 1.75
7	Brite	- 2.53
8	* St. Vincent	- 5.40
9	* St. Meinrad	- 7.20
10	* St. John's (Minn)	- 8.98
11	* Immaculate Conception	- 19.95

COMMITTEE ON SYSTEMS AND STANDARDS *

The ATLA Committee on Systems and Standards has completed a year of "calculated inactivity" as a partial means of assessing the need for the continued existence of the Committee. During the years of its existence, the Committee has performed essentially as a mini-forum for the discussion of possibilities of centralization and cooperation among theological libraries or library clusters. The results of these relatively expensive discussion sessions have been the identification of certain factors which need investigation, e.g., the development of standard procedures for the storage and retrieval of locally-produced audiovisual materials and of their bibliographic listing for the theological library world. Unfortunately, the committee has not been able, by virtue of its small size and limited time and monies, to develop such standards. Further, there is a large question as to whether a three-person committee composed of librarians who are already employed full-time (and often overtime) can undertake to develop any standards without receiving a study grant so that time for the effort can be released from their regular work. The theological library, typically, is sufficiently small enough to suffer noticeably when one of its regular staff members is absent or devotes his time elsewhere for more than a few days; the development of standards, on the other hand, requires absences of perhaps months rather than days.

The basic question is whether the ATLA wishes to continue to fund a discussion group such as the Committee on Systems and Standards has become. For the purpose of obtaining some guidance, the chairman this year deliberately requested that funds for an extra meeting of the committee not be budgeted. The chairman has concluded from a year's experience without travel funds that the committee's only contribution has been primarily its discussion sessions and the ideas emanating from those sessions. It would be misleading not to note, however, that these "idea sessions" have produced very little actual fruit. Thus, it appears that ATLA may wish to debate the value of the committee to the association in terms of a "cost benefit analysis."

What can the committee do if it does not meet apart from the annual conference of ATLA? Basically this will depend upon the enthusiasm of the chairman, his time and energy, as coupled with the needs which emerge during his term of office. This year has been a "mopping up" one in terms of international systems: ISBD is being formalized for monographs, developed for serials, and begun for other materials; the National and International Serials Data Programs are being implemented and tested; a new

* This report is included in the Proceedings for your information. The report itself was referred to the Board of Directors rather than having been adopted or accepted. Ed.

Catalog Code Revision Committee is being formed to revise the AACR; the Ohio College Library Center is bringing its serials module to operational status; standard rules for the cataloging of nonbook materials are still being debated. There is little in all this activity which can be more than simply "reported" to ATLA.

In response to a question raised more than two years ago by the Board of Microtext, the chairman (with the necessary assistance of a graduate research aide) has compiled some material relating to the criteria for the selection of microfiche readers and reader-printers. It is hoped that this data can be reworked into an article which the committee membership will recommend for publication in the ATLA Newsletter.

What can the committee do if it does have a special meeting each year? It can strengthen the informal information network among theological librarians so that news of projected systems and problem areas will flow more rapidly. It can provide a forum for more intensive debate about existing systems for sharing bibliographic data among theological libraries. It can serve to identify some key people who might be willing to undertake special studies for ATLA. It is highly unlikely, however, that the committee--even if it meets twice a year--will itself be able to undertake much firsthand investigation of existing systems or develop standards for the association's approval.

The chairman would thus like to lay the question once again before the Board of Directors of ATLA. For this reason, she has not submitted a budget request for the coming year. If the committee is to function, the board must clearly define the function and allocate funds to support it.

The options, as the chairman sees them, are these: (1) disband the committee (and transfer the "information" function of the committee possibly to a single "fraternal delegate" to the American Library Association whose duty it would be to monitor systems developments through ALA's structure and report to ATLA so that appropriate information could be disseminated through the Newsletter, ideas be obtained for programs at the annual conference, and ad hoc committees established as required); (2) fund the committee at a minimal "postage and telephone call" level and let it operate actively or passively as the times and the energy-level of the chairman and membership dictate (thus letting the committee assume clearly its "watchdog" function, to alert ATLA to new developments of which it should be aware and to suggest possible areas of associational investigation); (3) fund the committee at a level of approximately \$500.00 per year, to provide for a meeting in addition to the one at the annual conference (probably in conjunction with the midwinter board meeting of ATLA, to maximize information flow and the exchange of ideas), thus recognizing the committee's role as a source of ideas for the association and as an investigator of areas which might be of concern to ATLA members.

Quite frankly, the chairman had hoped to discuss these alternatives with the committee's members at the annual conference in Denver. Because she will be unable to attend that conference, she hereby recommends that the Board of Directors (or a committee of that Board) sit with the members of the Committee on Systems and Standards to discuss the future of the committee and its role as a contributor to the association.

Respectfully submitted,

Doralyn J. Hickey, Chairman

ATLA AD HOC COMMITTEE ON IMPLEMENTATION
OF THE ATS/ATLA TASK FORCE REPORT

This committee was appointed by the President on the basis of a motion passed at the mid-winter meeting of the Board of Directors. The members of the Ad Hoc Committee are: Mr. Al Hurd, Mr. John Batsel, and Mr. Grant Bracewell who is chairing the committee.

The committee was instructed to discuss with the ATS procedures for implementing the Task Force report, to assist the Executive of ATS in the preparation of the presentation requesting foundation grants to support the project, and to complete its work by the June 1974 meeting of ATLA. This is a report of progress as the ATS has not been in a position to begin work on the library project. It is expected that the ATS Executive Board will authorize the ATS Executive Director to begin work on the implementation of the task force report at its current meeting.

The Ad Hoc Committee met in May and compiled some suggestions for an agenda for discussions between ATLA and ATS. These include: (1) Definition of staff for the library project; (2) Procedures for the nomination and appointment of the staff; (3) The relationship of ATLA to ATS in the selection procedures; (4) The location of the staff office for the project; (5) Some characteristics that are to be desired among the staff appointed; (6) Questions related to the appointment and terms of reference for an Advisory Committee to the ATS Library Project.

This progress report is submitted in the expectation that it will keep the ATLA membership aware that the Library Project is being planned.

Respectfully submitted,

Al Hurd
John Batsel
Grant Bracewell, Chairman

TREASURER'S REPORT

June 4, 1974

American Theological Library Association,
Saint Louis, Missouri.

We have examined the accompanying statement of assets and fund equities resulting from cash transactions reflected on the Treasurer's records of the American Theological Library Association as of April 30, 1974, and the related statement of cash receipts and disbursements and changes in fund equities for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances. Records relating to the source of cash receipts, other than interest, are not in the custody of the Treasurer of the Association and our examination of such receipts was confined to tests of the deposit of recorded receipts.

In our opinion, the statements referred to above present fairly the assets and fund equities arising from cash transactions reflected on the Treasurer's records of the American Theological Library Association at April 30, 1974, and the cash receipts recorded by the Treasurer and the cash disbursements made by the Treasurer for the year then ended.

Benson, LaMear, Nolte & McCormack
Certified Public Accountants.

STATEMENT OF ASSETS AND FUND EQUITIES
RESULTING FROM CASH TRANSACTIONS

April 30, 1974

	<u>Assets</u>	
Cash		\$ 8,392
Time Savings Certificates		<u>78,800</u>
		<u>\$87,192</u>
	<u>Fund Equities</u>	
General		\$17,855
Index		58,756
Microtext		<u>10,581</u>
		<u>\$87,192</u>

See note on accounting principles.

STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
AND CHANGES IN FUND EQUITIES
YEAR ENDED APRIL 30, 1974

	<u>Total</u>	<u>Fund</u>		
		<u>General</u>	<u>Index</u>	<u>Microtext</u>
Receipts Identified by				
Board Members As:				
Sales	\$70,087	\$ 496	\$51,383	\$18,208
Dues	10,348	10,348	-	-
Interest	<u>5,273</u>	<u>1,055</u>	<u>3,691</u>	<u>527</u>
	<u>\$85,708</u>	<u>\$11,899</u>	<u>\$55,074</u>	<u>\$18,735</u>
Disbursements:				
Microfilming	\$16,203	-	-	\$16,203
McCormick Theological				
Seminary	46,000	-	46,000	-
Printing	20,685	4,451	16,234	-
Travel	1,831	-	1,063	768
Consultant Program	1,053	1,053	-	-
Honoraria	2,400	1,400	-	1,000
Officers and Committees	1,961	1,961	-	-
Professional Services	2,457	702	703	1,052
Other	4,993	283	3,476	1,234
Fidelity Bond	110	110	-	-
Office Supplies	<u>753</u>	<u>753</u>	<u>-</u>	<u>-</u>
	<u>\$98,446</u>	<u>\$10,713</u>	<u>\$67,476</u>	<u>\$20,257</u>
Excess or (Deficiency)				
of Receipts over				
Disbursements	(\$12,738)	\$ 1,186	(\$12,402)	(\$ 1,522)
Inter-fund Transfers, Net	-	400	(200)	(200)
Equities at Beginning				
of Year	<u>99,930</u>	<u>16,269</u>	<u>71,358</u>	<u>12,303</u>
Equities at End of Year	<u>\$87,192</u>	<u>\$17,855</u>	<u>\$58,756</u>	<u>\$10,581</u>

(-) Denote red figure

See note on accounting principles.

NOTE ON ACCOUNTING PRINCIPLES
YEAR ENDED APRIL 30, 1974

During the year under review the Association was incorporated under the laws of the State of Delaware under the same name.

The Treasurer's records are maintained on the cash basis and reflect assets and equities resulting from investment interest received directly by the Treasurer, cash disbursed by the Treasurer and cash receipts from other activities of the Association as reported to the Treasurer by Association members.

The Association has never capitalized amounts expended for equipment or for preparation of indexes and microfilm negatives. Therefore the assets contributed to the corporation during the year under review have likewise not been capitalized.

PART III

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ETHICS: A CASE STUDY IN LIBRARY UNIONIZATION

A Presentation by
Robert D. Stueart and Dana Wilbanks

The Case Study

Smith University found itself in financial straits. As a result the operating budget for the coming fiscal year had to be cut. In spite of this fact the University administration voted that all employees, regardless of position, would receive a \$600 raise.

The announcement of the raise was met with mixed reactions on the part of the employees. Those with positions which merited low salaries were elated with the raise. However, those who held positions with greater responsibility requiring an extensive background of experience and education were unhappy with the decision. Some had served the institution for many years. Depending upon salary levels, the percentage of the raise ranged from 3% to 14%. This situation caused much employee unrest. Some of those in higher income positions initiated a move to organize a union. Involved in this effort to organize were some library professionals.

The decision of the University administration to cut the budget while granting raises made it necessary for the Library Director, Dr. Matthews, to make some major adjustments in the allocation of funds for the coming fiscal year. His job was not an easy one. He found himself locked into a situation with an automatic increase in salaries, a high rate of inflation in the cost of books, binding and equipment, and a reduction in budget.

After much consideration he determined that the acquisitions budget must not be cut. In fact, with inflation at a rate of 7.5% he felt that the allotment for books and periodicals must be raised proportionately. If the processing of acquisitions was to be kept current, the size of the technical services staff could not be reduced. Since present library hours were already at a minimum, a cut was not conceivable. The only area in which a cut could regrettably be made was that of public services involving reference workers and bibliographers. It was thought that experienced semi-professional and clerical workers could satisfactorily do some of the work that professionals had been doing. Such a solution would eliminate some highly paid individuals, many of whom had worked for the institution for a number of years. It should be noted here that it was not the practice of Smith University to grant faculty status or tenure to professional library employees. They were given year-by-year contracts. Eight professional librarians were told that they had four months to seek work elsewhere. The University terminated their services immediately, giving them four months' severance pay. The explanation given was that this would facilitate their finding positions.

The termination of these employees resulted in low morale among library staff members. They felt that job security was in

jeopardy. Inasmuch as some of those terminated had been vocal in union organization attempts, the library staff questioned the motive behind the termination.

Remarks by Dr. Stueart

I think it is important to give a brief history of issues which directly affect this case study, starting with administrative attitudes.

History. Once it was possible to think of just two main occupational groups: the managers, who gave the orders, and the workers, who took the orders. However, the rapid growth of professional influences and the participation, by workers, in affairs of the organization has been one of the most striking developments of recent years. The management theories relating to staff participation have been in the Human Relations or Behavioral Schools which emerged in the 1930's. This development has taken place for a number of reasons:

1. The professional claims that his occupation requires expertise, a specialized knowledge and skill which can be obtained only through academic training.
2. The professional claims autonomy, the right to decide how his function is to be performed and to be free from restrictions.
3. The professional feels a commitment to his calling. "Getting ahead" to him may mean winning esteem in the eyes of his fellow professionals as much or more than advancement in his organization. (Here we could get into a lengthy discussion of Maslow's hierarchy need theory and where librarianship fits.)
4. Finally, he feels a responsibility to society for the maintenance of professional standards. Thus he supports professional self-discipline and codes of ethics.¹

Such identification not only creates problems of administrative authority between employees and their employers, but it also tends to develop a self image among these professional employees which affects their inclinations toward joining or not joining unions and the kind of collective action which is "professionally" appropriate.

At the same time, most managements have become aware of the possibility of being unionized and, in general, are making considerably more effort than in the past to improve. Furthermore, many managements are prepared to battle strenuously against any union which tries to enter their organization--even to the point of adjusting their administrative style. If the administration of the organization has adopted a style which allows the staff, particularly the professional staff, to participate in planning and policy decisions, as well as administrative affairs affecting themselves, then there is a greater likelihood that the entire staff will band together to defend the library against attacks from outside. This means the director has to surrender some of his old authority, and become more of a leader. If this doesn't happen, climate for a

union is right; because, after all, unionization is one form of participation in management.

One other basic stimulus to unionism and collective bargaining is employment (or job) insecurity. The fear of unemployment, of working oneself out of a job, the difficulties of living on an unsteady income, the dread of loss of status that comes to people without jobs in a working world, the frustrations to self-determination experienced by those dependent on employers for the chance to make a living, these lie at the root of the tendency toward collective action.

So we have mentioned three relationships which organized groups develop: 1) They may isolate themselves (no communication, paternalism in managers); 2) They may cooperate (participative management); or 3) They may enter into conflict (unionize). Labor-management relations are a classic form of the latter. Although we are also aware of the other two types in libraries, let us explore the third and how it has developed in libraries.

There have been several periods in the history of library unionism in this country. The first, or formative period, occurred between World War I and the beginning of the 1920's. The second phase encompassed the 1920's and was characterized by the economic well-being of that period, plus the fervent anti-union sentiment. The third phase, as a result of the Depression, began in the 1930's and continued through the Second World War to the 1950's. During this time unionism really gained appeal in professions as well as in working classes. The fourth period was from 1950 to about 1965, during which time the literature shows that the union movement in libraries waned. The current period, beginning in the mid-1960's with the library chapter of the University Federation of Teachers Local 1474 being formed at the University of California, Berkeley, on May 5, 1965, is a much more active period.

Perhaps one other impetus for the current movement has been the passage of Executive Order 10988 in 1962, allowing public employees to unionize. Librarianship is now into a phase characterized by the formation of new collective bargaining units for librarians and increased concern about alternatives to unionization.

Public libraries, including Boston, Philadelphia, New York, and District of Columbia had unions before 1920 but they were later disbanded. The 1930's saw several public libraries unionize under the Congress of Industrial Organizations (CIO). These included Cleveland, Chicago, New York, Detroit and Newark. Later, in the 1940's, we saw agitation beginning in academic libraries--by 1946 Howard and Yale Universities had library unions. In the 1940's other public libraries affiliated with the American Federation of State, County and Municipal Employees (AFCME), these included Grand Rapids and Milwaukee. But the McCarthy era caused many of these library unions to disband.

Today we find librarians who have affiliated with the American Federation of Teachers (AFT); with the Office and Professional Employees International Union (OPEIU); the National Council of Distributive Workers of America (NCDWA) as well as American Federation of State, County and Municipal Employees. In addition, some librarians feel that organizations such as the American Association of University Professors (AAUP) and the National Education Association (NEA) adequately represent employee interests in collective bargaining and have joined those groups. Many states are now recognizing collective bargaining. According to the latest issue of The Chronicle of Higher Education (June 10, 1974), Florida is the twenty-first state to recognize collective bargaining at state universities. As a sideline to the union issue, a bill before Congress, The National Public Employment Relations Act, 1973, would drastically affect labor relations in libraries. Proposed by Rep. Carl Perkins (D-Ky) and Rep. William L. Clay (D-Mo), the Act would allow both supervisory and non-supervisory personnel to be represented by the same union. Further, it would establish the National Public Employment Relations Commission which would be similar to the National Labor Relations Board. The Act forbids administrators from intimidating employees wishing to form collective bargaining units. If such an Act had been in existence at the time of the Chicago unionization efforts, there wouldn't have been a case of delaying the NLRB election which the union had requested but against which an Unfair Labor Practice charge was made by anti-union personnel who claimed that the presence of "supervisors" at union activities made the organization a "company" union. ³

The subject of unionization for academic librarians has been wrapped up in the issue of complete faculty unionization. Now, more than 330 schools have taken steps toward contracts with collective bargaining units for faculty, many through the American Association of University Professors (AAUP), 29, and the National Education Association (NEA), 133; but others through unions such as the American Federation of Teachers (AFT), 80, the American Federation of Teachers--National Education Association (merged affiliates), 62, and Independent Agents, 34. The Chronicle of Higher Education is always full of such accounts. The latest issue indicates only 29 so far have rejected bargaining agents.⁴ I think it is evident that academic librarians have many choices in participating in decision making and that labor unions are only one of several viable alternatives.

Unions of professional librarians are evident at the University of California, Berkeley, University of Chicago, Claremont College, University of Pennsylvania, City University of New York (CUNY), and State Colleges of New Jersey, in addition to those who are affiliated through faculty groups. In addition, unions for non-professional library employees are currently making an impact at Drexel, Brown, Syracuse, the University of Washington and the University of Denver. The question of ethics has often times given way to the question of benefits as rising costs and job insecurities have assumed major proportions.

Case Study Comments. Tenure has become a big issue in many academic institutions. The original intent of tenure as assurance of academic freedom has given way to the primary purpose of job security. This all brings into issue the question of whether librarians have full faculty status with all rights and privileges thereof or not. Space does not permit me to explore the "faculty status" issue in depth but I'm sure you are aware of some of the problems and implications. If librarians do have faculty status, then they are entitled to tenure. Even with tenure, however, academic institutions are covered by statements such as, and I am quoting from the D.U. Faculty Handbook: "Tenure, once acquired, shall be terminable 'for exigencies,' such as a change of educational objective of the institution, which would eliminate the need for the services of a faculty member having tenure; discontinuance or consolidation of academic units or programs resulting in an elimination of the need for the personnel serving those programs; or a reduction of staff required". However, they usually also include a statement such as "For faculty members with tenure, dismissals or releases under any conditions other than 'for cause' shall require a minimum of twelve months' notice."⁵

The "inequities" of an across-the-board increase of \$600 need to be considered. This, of course, removes the "merit" issue from consideration. It also removes the "seniority" system of increasing salaries. It also is one way for an organization to raise the lower level positions to a higher salary bracket. As long as the criteria for salary increases are understood, then there is less likelihood of resistance and more probability of support for the approach.

Finally, the decision was not to cut book funds, but rather to cut staff. I think, again, we all realize that our days of building outstanding research collections are over for awhile. What we must concentrate on now is providing adequate services to meet the needs of the community we are serving. McAnally and Downs point this out time and again in their article. They quote from directors of major research libraries: "Under pressure from students and faculty there has been a forced change in academic library priorities. Service is more important, or holds more immediacy than collection building. More service is wanted and in more depth...reference to limitations of funds, space, personnel is not accepted as a sound reply, but only as an alibi for non-performance. When there is no money, improved service must come at the cost of collections."⁶ This attitude has been expressed time and again by directors of major libraries in this country.

My purpose in these brief remarks has been to give some background data on the situation in academic libraries today.

Footnotes.

1. Strauss, George in Unions, Management and the Public by E. W. Bakke, Clarke Kerr, and C.W. Anrod, 3rd ed., New York: Harcourt, Brace & World Inc., 1967, p. 103.

2. See; Vignore, Joseph A., Collective Bargaining Procedures for Public Library Employees. Metchen, N.J.: Scarecrow Press, 1971; and Goldstein, Melvin S., Collective Bargaining in the Field of Librarianship, New York: The Author, 1969.

3. "Memorandum on the Illegal and Discriminatory Dismissal of Librarians at the University of Chicago," presented to the Membership Meeting of the American Library Association, Las Vegas, June 1973.

4. Chronicle of Higher Education, v. 8 no. 36, June 10, 1974, p. 24.

5. University Handbook, University of Denver, March 1968, p. 27.

6. McAnally, Arthur M. and Robert B. Downs, "The Changing Role of Directors of University Libraries," College and Research Libraries, v.34, no. 2, March 1973, p. 112.

Remarks by Dr. Wilbanks

I did something last week for the first time; I went on a two-day raft trip on the Colorado River. You may wonder what this has to do with our case study about Smith University. Well, there is a relationship. While I was on the raft trip I did some thinking about the case study. That is, I thought about the case study those few interludes when I wasn't thinking about what it would feel like to wake up in the hospital. And during one of those interludes I came up with the perfect solution for the Smith University case -- send the Administration on a raft trip! I'm not sure how ethical that would be, but I still like the idea!

Let us look at this case study from the standpoint of ethics. I take it that this means we are to cull out the primary ethical issues and to provide an ethical assessment of what we see going on in this situation. Obviously, there would be a number of ways to get at this case, for example, a study of administrative theory and practice. But I shall concentrate on the ethical issues.

Ethics will not neatly provide the perfect solution to the dilemma posed by this case. Nor can ethics neatly slice all aspects of this case into two parts: clearcut rights and clearcut wrongs. But ethics can provide a perspective on the value dimensions of this case. And that's what I shall focus on.

When I first read this case, my response was basically one of outrage! Perhaps many of you responded the same way. And ethically speaking, this is significant. Why did I respond in this way? Why was there this gut feeling that these eight librarians who were released were treated unjustly?

It is obvious that Dr. Matthews, the Library Director, was placed in a terribly difficult predicament by the action of the

university administration. One can hardly avoid feeling sympathy for his plight. If we look just at his decision made necessary by severe budget limitations, what he did might appear unavoidable and not necessarily unjust. Regrettable to be sure but not unjust. But it is the circumstances and characteristics of the situation which provide the grist for the ethical mill. So various features of the situation in this case study lead me to the conclusion that Dr. Matthews' decision was unjust. The point that I shall seek to develop is that the process by which the decision was made to terminate the services of the librarians calls the ethics of the decision itself into question.

At one level we have a picture of an inept university administration suddenly dealing with a financial crisis that should have been anticipated and then making hasty and questionable decisions in response to the emergency. One of the chief ethical issues is that persons in the university have to pay the price for administrative incompetence. The library director is put in an impossible bind. Obviously, the eight librarians pay a greater price. The fact that major policy and personnel changes have to be made without a sufficient period of time to work through decisions with care and to consider carefully the situation of persons directly affected by the decisions constitutes an irresponsible process of decision making.

In a sense this case is a parable of our times: Individual lives are affected by large and complex institutions in which persons work, and what are determined as institutional needs come into collision with individual needs. The administration of Smith University obviously felt that institutional needs in a time of financial crisis had precedence over personal and professional needs. Obviously staff cuts are going to be necessary in times of institutional difficulty, but the way this is done is crucial from an ethical perspective.

Dr. Matthews compounds the problem that has been dumped in his lap by the university administration. First, he determines, apparently without consultation with staff, what is most important and what is of lesser importance, what is essential and what is nonessential in the library's operation. Decisions about budgets involve professional judgments about a library's function. Ethics can't hand Dr. Matthews a finished budget for the library! But from an ethical perspective what can be questioned is the process by which he made the decision--alone, without deliberation with librarians who will be directly affected by his decision.

Second, the eight librarians are dismissed with no regard for procedural fairness, without opportunity for them to provide input in the process, without consideration of their stake in the decision. The librarians are dismissed without regard for their professional contributions and commitment to the library and the university. Finally, there is apparently no established recourse whereby the librarians might challenge Dr. Matthews' decision. The process is ethically defective because the library director may

decide in a dictatorial fashion and the library employees have no means to secure their right to participate in decisions which greatly affect their careers and lives.

Given these defects in the process, it is hardly surprising that persons have been involved in efforts to unionize. While I think we should be cautious in trying to identify the motives of others, it is hard enough to be honest about our own motives, the authoritarian way in which Dr. Matthews released some librarians who had been involved in unionizing activity can legitimately give rise to suspicions that this indeed was a significant factor in his decision.

I have suggested that the process by which the librarians were released is ethically defective. And it is precisely those defects in the process which have given rise to demands for unionization. I went to graduate school in a part of the country in which unions are regarded with suspicion and, frequently, hostility. I participated in a discussion group of management level businessmen that several times considered the issue of unionization. In their view, rightly or wrongly, the demand for unionization on the part of workers represents failures in management policy and personnel relations.

In looking at this case, I am quite sure that they would say that the administration's action is certain to increase the demands for unionization. The administration has given employees their best possible case for unions. I am not this negative about unions. But the point is that in this case we can see the reasons why unionization or some equivalent may be necessary to protect the rights and interests of employees in complex organizations.

In the case study, the process was defective because the librarians were completely vulnerable in the face of administrative power. Now, let me float an ethical proposition before you. Every person has the right to organize in order to communicate effectively with and to influence those who make decisions that significantly affect his or her life. This is the ethical rationale for unionization that for the most part has been embodied in American law and custom. In the case study, the crucial problem is not the personal style and motives of Dr. Matthews, it is structural. There is a compelling need for a structure which ensures the right of librarians to participate effectively in shaping library policy and which protects professional job security against arbitrary and possibly intimidating actions by the administration.

To get some handles on the case study, I think it would be helpful to describe two contrasting styles of corporate decision making. These two styles have been suggested by Max Stackhouse who teaches social ethics at Andover Newton Seminary. [Max L. Stackhouse, Ethics and the Urban Ethos. Boston: Beacon Press, 1972, pp. 157-163.] The first we might call corporative. The style of decision making at Smith University illustrates the worst features of the corporative style. The structure is hierarchical.

The flow is top down. The library director has authority over the policies and personnel of the library. He is accountable to higher authorities in the university administration. There is nothing in this corporative structure which holds him accountable also to the library staff. They simply receive administrative decisions and are expected to conform to directives from above.

The second style of decision making may be called covenantal. Of course, the notion of the covenant has deep roots in the Judeo-Christian tradition and in the American experience. This style recognizes the need for authority in organizations. There is a need for a library director. But the process is different. Instead of the subordination of employees to the dominant authority, employees interact with administrators through conflict and consensus in shaping the policies of the organization. The library administrator is accountable to university administration and also to library employees in the way he exercises his authority.

I would suggest that in relations between the library director and the library employees the covenantal style is ethically more appropriate than the corporative style which is illustrated in the case study. In a covenantal style, librarians would be provided the means for interaction with the library director. They would be provided the means for participating in the decisions which affect the library in which they work and which affect their own responsibilities and opportunities within the library. They would be provided the means for shaping the consensus which ties them together as a working unit.

Now the covenantal style may be implemented in a variety of ways. Unionization is not necessarily the only option. Perhaps smaller libraries afford greater opportunities for voluntarily developing patterns of interaction over library policies. A climate of trust can be nurtured to facilitate free and open communication between library director and librarians. However, there is some risk here if the library director still has the option of revoking a covenantal style in favor of a corporative style. This might mean that librarians are still highly vulnerable to administrative power in certain circumstances.

In larger libraries the union option is probably particularly attractive to librarians in order to guarantee their participation and protection. Styles of relationship are likely to be less personal. Administrative decisions are more remote and complex. More people with a greater variety of interests and roles are involved. Unions may be necessary to ensure procedural fairness and professional security.

There are risks. Relationships between librarians and administration may be characterized more by conflict than consensus. Conflicts of interest might be magnified and exaggerated. Unions may tend to focus on the interests of librarians to the exclusion of concern for the wider interests of the library and university. Unions, as we well know, can become bureaucratically top heavy, so

much so that they do not function well as avenues for employee participation in decision making processes. My point is that although unionization may represent the best option to secure the rights of librarians, it needs to be informed and corrected by a covenantal understanding of structures and relationships.

There is nothing sacred about unions. But what is crucial is a structure which ensures the right of librarians to participate effectively in the processes of decision making which affect their careers and lives. It must be a structure which protects the freedom of librarians to pursue their professional commitments without fear of intimidation and arbitrary termination. It must be a structure which facilitates continuing interaction between library director and librarians as they work through the relation of personal and professional interests to the common purposes and values of the library.

Now, the case study raises a host of other issues as well. I have focused chiefly on the process and structure of decision making. I would like to mention some of the other issues, raise some questions you might want to discuss and suggest that new situations in which we find ourselves might require some fresh ethical reflection.

What about job security and seniority? In the case study, the system of year-by-year contracts even for persons who have worked professionally as librarians for a number of years is inadequate for securing the rights of these professionals. Some more adequate kind of job security is necessary to insure freedom and commitment in one's profession. But if staff cuts have to be made, how much weight should be given to seniority? The ethical rationale for terminating first recently hired persons is that professionals with seniority have a greater personal and professional investment in the library. Yet it seems to me that there is nothing sacred about seniority.

As you know, the matter of tenure for faculty members is coming under fire from numerous quarters, and not just from non-tenured faculty! We might question whether any person should have a position guaranteed for lifetime. Rapidly changing times, the need for institutional flexibility, job obsolescence, senior or tenured professionals who no longer are contributing very much, the talents and potential contributions of newly hired professionals -- all are factors which require us to look critically at how we can provide adequate security without rigidifying it.

There is no simple formula for staff cuts. I believe that from an ethical perspective the process by which determinations are made is the most crucial consideration. Staff cuts would need to give weight to seniority but without absolutizing it. Most important would be the presence of a dynamic process in which librarians and administrators are continually sorting out the priorities which need to govern library policy and personnel.

A second issue has to do with the matter of salary raises. In the case study, one might question the wisdom of equal dollar raises at Smith University. Particularly objectionable is the rigidity of this policy given the scarcity of resources within the university. How many of those eight librarians would be able to retain their positions if no salary raises were given? Or, if this were your situation, would you be willing to renounce your \$600.00 raise and urge your colleagues to do so also if this would make it possible for some staff to remain and some important library services to continue? At what point do we sacrifice what may be in our personal interest in response to the needs of others and of the organization of which we are part? The salary policy of Smith University seemed to close off much too sharply alternative ways to deal with the financial crisis.

Perhaps it is time to reflect ethically on the matter of salary raises. For years we have heard that ours is an economy of abundance. Significant salary raises were expected and in a real sense regarded as a right due to all of us. Now perhaps we are being made aware again of the limitations of resources, a situation of scarcity. Institutions like Smith University in the case study are struggling to keep afloat. Some have already drowned. Do we have a right to expect an ascending salary scale throughout our careers? Perhaps we shall have to dig up the old idea that the opportunity to work at what we enjoy doing and believe is important is of greater value than whether or not we receive a salary raise.

The final issue I want to raise is the matter of personal integrity. This case study poses the question: "What shall we do when we personally experience a crunch between our personal values and commitments and institutional pressures? When does one stand up to the institution and say "no" at considerable personal risk? Watergate raises this question most acutely, but we all have our own mini-Watergates as well.

In the case study, what is the personal responsibility of the library director caught in this bind? Perhaps he needs a union, too, to protect him from higher administrative authority! But what is his responsibility to and for the library personnel? What are the options available to him in this situation? If there is no other way to work out the budget than terminating the services of eight professionals, how seriously should he consider resignation as a protest against the university administration who put him in this bind? How far does Dr. Matthews' responsibility to back his librarians go? Should he expect the eight librarians to suffer the consequences of administrative action without being willing to assume the same consequences himself?

Similar issues are raised for the other library employees who were retained. What is their response to the termination of their colleagues going to be? Of course, the decision heightens their insecurity and is destructive of morale. But what is their responsibility? How much are they prepared to risk in their response to injustices to colleagues and to what they may feel is destructive to the library? What would your response be as library director or as a member of the library staff? Certainly justice is best secured when there is a covenantal style of decision making that is structured into the operation of the library.

LIBRARY AUTOMATION FOR ATLA LIBRARIES

by Philipp R. Heer

Most of the libraries of the American Theological Library Association do not have the size, computer facilities or the budget to justify in-house or on-campus library automation activities. Nevertheless, some of the needs of these libraries can be met through cooperative use of automated processes. This paper attempts to identify the state of progress in library automation and mechanization, some of the needs and problems of the ATLA libraries, and to propose means whereby ATLA libraries can more economically and effectively meet the needs of their institutions and patrons.

Three evaluative factors often applied in the computer world to automation and systems-change decisions are technological, economic, and behavioral (or social) feasibility. To these three basic feasibilities, I will add another--intellectual feasibility.

Technological feasibility is the obvious first question of this series--"can we do it at all; do we have the resources in terms of technology and equipment to accomplish the task we're thinking of?"

Economic feasibility includes both the question of absolute cost--"can we afford to do it?" and the question of cost benefit--"is it worth the cost?"

Behavioral (or social) feasibility asks the question of user and staff acceptance--"is the proposed system and its associated products suitable for human use?"

To this list of feasibility measures I would like to add a fourth area: the intellectual. Intellectual feasibility deals with the intellectual content of library processes: our indexing, cataloging, and classification systems. We may agree on our goals and objectives of service, but the intellectual structures we use are often different enough to cause us difficulties when we try to share activities.

It has been most interesting to look at these feasibilities over the last few years in terms of the increases in machine capacity and the reduction in cost for a given level of machine capacity. In the computer hardware itself there has been an increase in speed from about 10,000 operations a second in 1960 to well over 1 million operations per second in 1970. An increase of approximately 100 times in one decade. Internal computer memory capacity has made a similar increase. Machines having 32,000 characters of memory were common in the early 1960's. For the same cost machines having over 1 million characters of memory are available today. Of more importance to the library world has been the increase in storage space external to the computer: data storage on magnetic tape and disc devices. Magnetic tapes of the same length now store eight

to thirty-two times as much information as was common in the early 1960's. In library terms, at 400 characters to catalog a given book, we could store the information for about 12,000 books on one reel of tape in 1960, compared with information for almost 100,000 books today. The cost for this reel of tape is also down from over \$60 in 1960 to under \$10 today.

Another kind of data storage which is making even greater impact on the library world is called direct access storage. While magnetic tapes work extremely well for storage of information, they work poorly for immediate retrieval of answers since they must be accessed sequentially. They have the problems of a scroll, they must be scanned sequentially until the information wanted is located. If you can imagine yourself trying to find the answer to a reference question from a scroll while an administrative superior impatiently awaits the answer, you will see the problem clearly. This problem has led to the development of direct access devices known as discs and drums which can be searched on an indexed basis like a book. The costs for direct access storage are also declining rapidly; the projected cost for storage in 1975 is only 1 percent of the cost for equivalent capacity only five years ago.

Newer direct access storage technologies using laser and molecular storage methodologies are purported to have storage capacities on the order of 100 million characters per square inch. This compares with 400 characters per square inch capacity on our magnetic tapes of a decade ago.

The development pace of computer technology and the reduction in cost per unit capacity over the past two or three decades has been almost unbelievable. This phenomenal rate of growth is going to make possible the services library automators dreamed about, said they would provide and couldn't provide in the last decade.

Two other areas of technological development which are beginning to play a significant role in library functions are data communications networks and computer produced microforms. The ability to communicate from a local terminal with a remotely located computer has led to the establishment of commercial computerized bibliographical retrieval services such as those operated by the Systems Development Corporation and Lockheed Corporation. In using these services the local librarian tailors the search results through an on-line conversation with the computer and the data base at the vendors location. Access to the systems is through a local telephone number and communication involves the use of a typewriter-like computer terminal and a national data communications network. Searches take perhaps twenty minutes to complete and the costs are competitive with the cost of manual searching. Another major use of on-line data communications is the Ohio College Library Center, which we will consider later.

Computer output microforms are beginning to have significant effect in libraries because of their portability and low cost of multiple copies. It is now possible to have microforms produced

from magnetic tapes at extremely low cost. A four by six inch piece of microfiche can hold approximately 4,000 catalog card entries and costs about five dollars for the master copy and less than twenty-five cents for additional copies. The costs are such that it would be possible to make copies of all or portions of the library's catalog available in the various departments of the school or even to distribute them to individual students and faculty members.

I will suggest how these technologies might be used to aid the ATLA libraries in giving services to their communities a little later, but first let us consider the approaches we might take in implementing library automation and some needs which can be met through the application of these technologies.

The development of automated support of library needs normally follows one of three patterns: The first is in-house individual computation--an alternative which is not economically feasible for the majority of ATLA libraries; the second is by contract with some outside agency or by joining some established group; and the third is cooperatively, by establishing within the framework of ATLA or appropriate subsets of it groups of libraries sharing the expense and opportunities of automation.

A comparison of some of the needs of ATLA libraries with the potentials of automation would probably be helpful here. Let's first hypothesize a "want list." Our list might include: 1. a monthly announcement of new LC cataloging in the areas of theology; 2. a catalog that doesn't cost so much, is more up-to-date, and easier to maintain; 3. up-to-date holdings information for those libraries with which you could cooperate the most--whether the reason for cooperation were based on geographic or doctrinal proximity; 4. a relatively complete and current union list of the holdings of the ATLA libraries.

Item one on our list, a periodical announcement of LC cataloging in the area of theology, is already available through a service of the Oklahoma Department of Libraries. This service, known as MARC-0, selects items from the mass of materials distributed on the MARC tapes of the Library of Congress according to the interest areas selected by the subscriber. Similar services are also available from some of the major commercial book distributors.

The second item, a less expensive, more current catalog, is relatively easy to obtain for the geographically fortunate. They can join the Ohio College Library Center and do their cataloging through an on-line terminal process wherein they communicate over special lines with the OCLC computer in Columbus, Ohio. Their cataloging involves calling up or creating on the terminal's video screen a card image, editing it to suit the needs of their library, and having it printed off-line and mailed to the library almost immediately. Networks of libraries using OCLC are in or near operation in New England, New York, the Southeast, the Southwest, and, of course, in Ohio. Other similar commercial and non-profit services are also becoming available.

For most ATLA libraries, however, the option of a direct connection to a system such as OCLC may not be the most suitable answer. It seems that items 2, 3, and 4 on our want list--the less expensive catalog, the local or denominational catalog, and the union catalog--are all attainable through the establishment of cooperative processing centers among ATLA libraries. A combination of two of the technologies mentioned earlier, computer processing and computer-output-microfilm (COM), seems to have the potential to meet all of these needs.

It would be possible to establish a centralized processing center which would produce individual, local or denominational, and union catalogs according to the requests of individual ATLA libraries. Such catalogs generated on COM would be substantially less expensive than the costs of local card catalogs or book form catalogs. A group of theological libraries such as the Baptist, Methodist, and Catholic seminaries here in Denver might develop their cooperation to the degree that they would prefer not to have individual catalogs at all, but rather show through holdings codes which items were held by each of the libraries. Such an arrangement certainly can't hurt the services they could make available to their constituencies.

To go even further, a union list of theological literature could be developed using the same technology, the same records, the same machine, and published in the same form--a computer output microfiche.

The particular value of such an arrangement is the extremely low cost of additional copies of a microfiche, on the order of ten cents. That is ten cents for a fiche containing perhaps 4,000 catalog entries. This order of cost cannot be obtained with paper and it is certainly impossible with cards. It probably would cost more to file five cards than to have 4,000 entries on fiche.

There are two ways such a shared cataloging activity might be accomplished by a group such as ATLA. One is a batch processing center where cataloging information is communicated by mail. Such a center would utilize programs and processes generated and operated specifically for the participating group. The other approach would be to establish a processing center which would contract with a system like OCLC to make necessary cards and microforms for the participating libraries. This latter arrangement would allow the smaller ATLA libraries which probably could not afford the costs of terminal equipment to participate in a batch or correspondence mode while other ATLA libraries could operate in a direct on-line fashion. Such an arrangement has the potential to meet all the feasibilities considered earlier and to allow the libraries of the ATLA to offer a level of service which is otherwise unobtainable.

It is going to be impossible this year, next year, and in 1984 for most libraries to take upon themselves the massive economic and organizational burdens involved in conducting programs of automation within their own doors. Activities such as union lists are becoming unaffordable using manual methods. It is possible, in fact it would be the best kind of Good Samaritan or Golden Rule activity, for ATLA to provide through sharing such services which are currently unavailable to their constituents.

A MULTI-MEDIA PRESENTATION ON THE GENERAL SEMINARY COPY OF THE
GUTENBERG BIBLE

By Niels H. Sonne

In a colored slide presentation Dr. Sonne gave a brief resume of the creation of the Gutenberg Bible, which included pictures of Mainz, early print shops, Gutenberg statuary, and scenes from the Gutenberg Gesellschaft. Such details as the paper watermarks, pinholes used for alignment of sheets in the presses, and incomplete pages illustrated the method of printing.

The history of the GTS copy was then traced via its known provenance and remaining evidence of its various owners was indicated. A sequence illustrating the idiosyncracies of accretions to the capital letters, particularly by choir boys, provided human interest. The relation of the discovery of a facsimile leaf in the work and its replacement with a genuine leaf from a partial copy provided the drama. The presentation was completed by pictures from various public showings of the Bible from 1940 through 1968.

It remains the editor's opinion that the manuscript, essentially a projection guide, is but a dull reflection of the impact of the complete presentation, and rather than printing it here ATLA has prepared a traveling slide showing of this presentation with the gracious assistance of Dr. Sonne. Thus members may experience the sight and sound of the presentation. Contact the Executive Secretary to be placed on the schedule if you wish to borrow the kit for personal viewing or for sharing with others.

-- The Editor

THE INDEX TO RELIGIOUS PERIODICAL LITERATURE:
PAST, PRESENT AND FUTURE

by G. Fay Dickerson and John A. Peltz

Volume 1 of the Index to Religious Periodical Literature was published in 1953 and contains material beginning in 1949. This year is an appropriate time to pause and reflect on the progress of 25 years of indexing effort. Many of you recall the beginning. I would like to share some thoughts about the course of that progress, during the long and, at times, uncertain genesis of the Index, through the present and into the challenging future for which we are planning. I would also like to consider with you the place of the Index in the larger framework of national bibliography and abstracting and indexing services in particular.

In 1937 the Religious Books Round Table of ALA sent a questionnaire to 262 libraries to determine the need for better indexing of religious material. Although the response was incomplete, there was general agreement that more adequate coverage was needed and 372 specific titles were suggested by 79 librarians. M. H. W. Wilson advised further explorations into the value of a religious periodicals index. In 1938 progress had been made toward launching such an index including Protestant, Catholic and Jewish periodicals, but a full decade passed and this need was still unmet.

Imagine the effect on religious bibliography in the United States had the recommendations of 1937-1938 been followed. There is no adequate single index coverage for the period between the publishing of Ernest Cushing Richardson's Periodical Articles on Religion, 1890-1899 with the Alphabetical Subject Index published in 1907 and the Author Index in 1911, until the publishing of the 10 volumes of the Repertoire General de Sciences Religieuses and our own Index for the decade of the 1950's. If there had been a commercial American service for religious periodicals from 1900 to 1950 would the present be more or less adequately covered? Who is responsible for religious periodical indexing -- the professional library society or an association of religion professors? American scholars responded to bibliographic needs by beginning Religious and Theological Abstracts and New Testament Abstracts, both in 1956. Fr. Brendan Connolly, in an address to ATLA in 1958, "Facets of New Testament Abstracts," justified the value of an English language approach to many of the same titles covered in Internationale Zeitschriftenschau für Bibelwissenschaft und Grenzgebiete, noting that "with a more modest scope...the usefulness of presentation in English provided a further reason for believing that [they] were not merely duplicating efforts." Since then other groups have begun bibliographic publications.

Earlier, theological librarians had turned their attention to this problem. In 1947 the American Theological Library Association was founded. The need for indexing was surveyed through yet another

questionnaire. Replies agreed with the earlier survey. Librarians wanted either a new religious periodicals index or more religious material incorporated into existing indexes. They compiled a basic list of 140 titles, of which 64 were suggested by ten or more libraries. Little reference is made during this period to European efforts at bibliographic control. On the other hand, care is taken not to duplicate titles already in such American indexes as those published by the Wilson Co. and Catholic Periodical Index. A need was expressed for specific subject heading indexing in the American tradition. Note that even in 1947 suggestions were made that a possible merger with Catholic Periodical Index, which had been established in 1930, be explored. A majority, though, favored a separate index and recommended a committee to work with H.W. Wilson Co.

ATLA had to get at this part of the American religious bibliography. There were more questionnaires. It was agreed that a new separate index was desirable. If this were impossible, multiple and incomplete sources would have to be relied on such as the International Index and Essay and General Literature Index, separate journal indexes, the use of European bibliographies, and specific subject bibliographies.

A periodical indexing committee was established by ATLA. Several years work and dialectic were consumed in deciding whether to produce a religious periodicals index, which titles to include and how to produce it.

The early history of the Index is interesting. Read the Proceedings of the early years of ATLA. Through the initiatives of this professional society, a small milestone was reached. Initial response was not overwhelming, but it was encouraging. The primary concern was for current service, and, though in a limited way, a contribution was made to American national bibliography.

ATLA decided to prepare a cooperative index covering 30 titles not readily available in other American indexes. In 1953 Volume 1 (1949-1952) of the Index appeared with contributions from 20 libraries, edited by J. Stillson Judah. By the time Volume 2 (1953-1954), edited by Pamela W. Quiers, was published in 1956 the committee was sure that certain aspects of cooperative indexing should be abandoned and that the production should be under the direct supervision of a full time indexing editor.

Mr. Robert Beach was appointed chairman of a committee to make ATLA requests to foundations. The proposal for an Index was written by Dr. Jannette E. Newhall and specified the work that was to be done. In 1957 a grant of \$30,000 was received from the Sealantic Foundation. (In 1964 a second, and terminal grant of \$35,000 for development was made by Sealantic Foundation. Miss Helen B. Uhrich wrote this proposal.) The project Committee on Periodical Indexing resigned and a Board of Periodical Indexing was appointed. Dr. Lucy W. Markley accepted an invitation to become editor.

Most of you are familiar with the succeeding history. The Index was first housed at Seabury-Western Theological Seminary, and then moved to Princeton Theological Seminary for a number of years. By 1960 Volume 4 (1957-1959) had been published and after Dr. Markley's work was complete, a successor was needed. It does nothing for my ego to know I was hired to fill a position described as "a competent full time secretary [who] could carry on with cooperative indexing being channeled to her." I was designated "editorial assistant" most of the period from 1961 until 1965 when I was named editor. In October 1965 Index and Editor moved to McCormick Theological Seminary in Chicago where there has been cordial assistance in many ways. Much of the Index road over the years has been smoothed by the stewardship of Calvin H. Schmitt, Chairman of the Periodical Indexing Board and Head Librarian at McCormick.

The Index staff has increased steadily and in 1970 John Peltz was appointed Assistant Editor and Sr. Nicole Goetz Book Review Editor in 1971. Volumes 7 through 11 will have been produced in Chicago with 180 journals currently being indexed.

As the Index has grown, its purpose has become more clear. The policy on titles included has always illustrated a plurality of interests. In 1948 the Committee on Indexing reported that a "popular vote [of librarians] was instructive but would not give a balanced list," inferring the bias of the sample from any particular group. Volumes 1 and 2, with 30 and 31 titles respectively, though intended for an American audience, included a few German and French titles. Stated policy during the first several volumes of the Index was "to cover scholarly journals in the broad field of religion...foreign as well as American journals." The chief concern was "to serve the seminary community," but the Index was to be "popular enough to attract many subscribers in the university and public libraries." However, although the scope of the Index was broadened, still, titles covered by the Wilson indexes such as, Church History, Christian Century and Religion in Life were omitted. These have since been included.

Our current selection policy gives preference to basic North American scholarly journals and other journals publishing articles in English, with considerable inclusion of representative non-English titles. The alphabetical subject-author arrangement of the Index, following patterns developed in standard American indexes, has resulted in a service with international support.

One last comment needs to be made about the misconstrued nemesis - "duplicate indexing" and the dilution of resources due to multiple indexing services, which is suggested by that term. We cannot and do not build a corpus of titles indexed, around and between the lists of all other indexing services. Recent articles critical of some overlapping, reach this conclusion by comparing lists of titles processed by abstracting and indexing services. These studies do not adequately consider the pluralistic nature of varied services and their clientele. Much duplication is more apparent than real. These publications differ in ways such as com-

pleteness of coverage, use of cross references, retrieval formats, etc. Of course, it behoves us all to foster serious cooperation of this type and these efforts go on. Also, although many publications differ in services offered, some publications complement each other and should be used together. For example, Catholic Periodical and Literature Index covers 120 titles; the Index to Religious Periodical Literature 180 titles, with only five titles duplicated. Thus if these are used together, access is provided in very similar formats to almost 300 religion journals.

The projected addition of religion titles in the new Humanities Index will include 11 new titles that are not in the current Social Sciences and Humanities Index yet are indexed by the IRPL or CPLI. These additions were determined by one of the Wilson Co. user surveys. I believe they are acting responsibly. Public librarians have enough call for such titles for them to expect coverage of important current material in religion. This certainly does not mean that we should not index these same titles for our more specialized purposes.

I would like, at this point, to change the focus of our attention from the past to the present. As a vehicle for this transition, I would like to share with you some general comments and representative quotes from the questionnaire which we recently enclosed with the last semi-annual mailed to subscribers this Spring. Twenty-seven percent of the questionnaires have been returned thus far. The greatest response is from seminary libraries together with church-related college libraries. This fact must be kept in mind when making inferences from results so far. **Non-church** related colleges and universities form a large subscriber group from which a smaller percentage responded.

A wide spectrum of concerns has been expressed; many support expanded coverage and yet a few warn against becoming too large; some are concerned that the subscription price stay low while others state a willingness to pay more for expanded service. About 12% mention a preference for more frequent publication. Many express appreciation for the Index as it is for which we are grateful. Let me quote some responses. Some of you will recognize your own statements. "Satisfied in every respect! Even if you should adjust the subscription price to that of oil, we shall continue to support your excellent work." "We find the IRPL an increasingly important bibliographic tool in our library. Of all our indexes, it is the one used most heavily and most consistently. The expanding coverage has made it more valuable each year." Here are two statements which provide an interesting dialectic on the subject of "balance" being maintained within the profile of titles indexed. "The Index is being managed superbly and is of immeasurable service to us. Of course the indexing of 'more' periodicals is always welcome; but I would suggest that the present balance be maintained in any expanded list!" Whereas another says: "I do not believe that the major concern of the Index is to have a balanced selection of materials. Rather, I think that the Index must press forward as rapidly as possible to cover all religious periodicals regardless of the specific area of interest. There should be two major criteria for inclusion.

(1) Is the periodical primarily religious or is it essential to theological study? (2) Does it contain substantial and serious articles on the subject of religion?"

There were many suggestions for added titles - 326 to date. Titles most often requested are all already indexed elsewhere, from which we infer that no significant title should be omitted as a matter of policy. Responding to another question, subscribers indicate interest in more indexing for areas reflecting contemporary religious and cultural phenomena. At the head of the list are "New and emerging religious movements" and "Culture and religion," followed by twelve other contemporary cultural and practical areas of interest. The more traditional disciplines of theology, biblical studies, church history and missions are checked as less important for increased coverage. Such responses have to be balanced against the fact that most titles suggested for inclusion are in the traditional fields.

Regarding the language coverage in titles indexed, only a small percentage specify the need for more non-English material. Sixty-eight percent say the present balance of English, French and German titles meets their needs. There are many requests to index journals of German Catholic theology and titles in Spanish although 30% say there is more non-English material than they need. One college librarian adds somewhat astringently: "The vast, vast majority of college students can't plow through a theological work in a foreign language. In seminary, too, very few students can read a foreign language well enough to read a theological work....Most, but not all, of the teachers in theological schools can handle a foreign languageWhy then are one-fourth of the periodicals indexed in a foreign language?"

On another issue, we wanted to survey our users on the relative merits of abstracting as opposed to indexing. We asked the questions, "Do you have any comment on the value of an index without abstracts? Do you find current abstracting services in religion adequate for your needs?" These questions elicited interesting responses that represent the gamut of positions from those who are satisfied with indexing alone to those who would like our Index to begin including abstracts. However, a clear majority of responses took a middle position which may be characterized in this statement: "Add abstracts if you can, but we are equally concerned that you continue your Index as in the past. Consider indexing more titles and increasing your publication frequency. If adding abstracts means a major rise in price, a slowdown in publication or a change to inferior format, then we would discourage that step." There is an acknowledgement of the value of an index as a locating device for information while abstracts specify more clearly whether a particular article is worth searching out. "Your indexing is invaluable to us even sans abstracts. Abstracts, if well done, are primarily a time-saver to the researcher. We would greatly welcome more abstracting. Indexes without abstracts are helpful relative to their quality as indexes, and yours is good."

Again, there is strong support for the usefulness of the Book Review Section although two responses thanked us for pointing out to them that this section existed! They had never noticed it. Frequency is a crucial issue for book review information. Thus some indicate heavier use of Book Reviews of the Month. In general, many students use this section for reviews as do some librarians for book selection. One professor indicates heavier use of the Book Reviews than of the Index, since in his studies as a theologian he examines other persons' reactions to books he has read.

In addition to the above comments, users express a variety of concerns that they consider proper services of the Index. There are requests for retrospective indexing, biographical information on authors and their institutional affiliations, a request for a form entry for bibliographies (we squarebracket "bibliog" and "bibliog essay" after titles), and numerous other interests.

In conclusion, I would like once more to refocus your perspective, this time on some critical issues for the future. There are many variables to consider: staff, relocation, inflation, changing habits of scholarly research, technology, the ever growing number of indexing services in religion....However, let me comment on three key immediate concerns: (1) the need for feedback from our student-professor clientele;(2) computer assisted production; (3) our relocation, hopefully not just to a different place, but into an environment of wider information service. First user feedback...

We want to continue our policy of gradual growth; producing a better product. Changes must be based on user needs. Our communication with the library world, (though not perfect), is easier to tally than are the needs of students, professors and the general public. For the Index to be valuable for research, we must be sensitive to changes in research interests and bibliographic search habits. Impressions gathered from limited conversations and surveys indicate that many religion scholars are skeptical about the usefulness of the Index yet may have rarely looked at it. Too many are even unaware of its existence. They depend on regular scanning of familiar journals and contacts with colleagues. If students and professors in seminaries and universities are to be educated to the importance of the service we are providing we must have more direct contact and encourage them to use it as a primary reference tool. Rising standards in graduate education in religion suggest increased dependence on indexing and abstracting services for the future.

Actually the field of the study of religion in this country is a relative newcomer among academic disciplines in the demand for information service in a contemporary sense. Too many use indexes inadequately. The typical professor is not going to admit that he doesn't understand how to use cross references to find his topic, and probably will not ask the librarian for help.

Another concern is for the implementation of a well-designed automated production system. For several years we have periodically

looked into the feasibility of computer assisted production. Such a step is complex and demands types of expertise not often available to a small operation. Our only approach might be in conjunction with some other agency which has worked through some of these steps. I quote from this year's report of the Board of Periodical Indexing: "We are pursuing the potential of cooperation with the Philosophy Documentation Center at Bowling Green University, publisher of the Philosopher's Index. Our conversations envision the possibility of agreements which provide for the modifying of certain computer programs currently in use by the Philosopher's Index, in such a manner so that they can be used jointly by both publications to their mutual economic advantage. If successful, the Index to Religious Periodical Literature might be in a position, in the near future, to provide for the expansion of the Index, the addition of abstracts, and the development of an information retrieval system at a capital cost we can afford and within the budget capabilities of subscribers. This information is intended as a progress report on study and planning for the future."

The third critical issue is a move from our present quarters. Plans have not been formulated but the potential for future growth and possible cooperation among religious abstracting and indexing services must be kept in mind. The recent report of the Task Force on Scholarly Communication and Publication of the Council on the Study of Religion indicates comparable concerns. "[The Council should] collect and evaluate data on cooperation in bibliographic services, [work for]...the development of a common computerized system of providing annual and cumulative indexes for the various member-society journals. The CSR should...plan for more adequate ...bibliographic services in the field of religion as a whole,... sponsor meetings of the editors of existing bibliographic services. ...cultivate association with various professional societies of librarians."

These statements, and similar ones made by the joint AATS-ATLA Library Task Force Report of 1973 and by the Association for the Development of Religious Information Systems lead us to believe that what is needed in the field is a bibliographic and information center acting as a clearing house for such needs as expressed in the CSR report. Though the compilation of the Index would remain the main function of such a center, spin-off services might develop such as: reprint services, special bibliographies, a printed thesaurus, and microform publication. The scope of material included in the Index should be expanded to include any kind of document more properly handled by indexing than by subject cataloguing such as Festschriften, annuals and the proceedings of scholarly meetings.

A larger, more comprehensive identity suggests itself for the Index future, but it seems appropriate to end this talk about the Index to Religious Periodical Literature with a quotation, the third stanza of the hymn, "Strong Son of God, Immortal Love":

Our little systems have their day
They have their day and cease to be.
They are but broken lights of Thee,
And, Thou, O Lord, art more than they.

The Index is a "little system" that is being used to bring student, scholar, minister or layman in touch with the articles he wants. The little system has developed into a somewhat larger "little system." It may be that in meeting current bibliographic demands the IRPL will become a part of an even bigger "little system." Our identity may change until it is completely different, but we are called to work and serve faithfully today - and, we jolly well better get on with the task.

INTERNATIONAL STANDARD BIBLIOGRAPHIC DESCRIPTION

MONOGRAPHS
[ISBD(M)]

by Oliver T. Field

In 1953 Seymour Lubetzky first published his Cataloging Rules and Principles in which he reviewed the ALA Cataloging Rules for Author and Title Entries of 1949.¹ He found much to fault in ALA 1949. As a result of the unfavorable reception of ALA 1949 and the favorable reception of Lubetzky's work, ALA set up a Cataloging Code Revision Committee in 1956, with Lubetzky as its editor. The rules of the new code were discussed at Stanford University in 1958 and at McGill University in 1960. At the McGill conference a compilation of the Lubetzky rules was discussed.² In 1961 IFLA's Committee on Cataloging sponsored the International Conference on Cataloging Principles in Paris. Out of this conference came a series of principles of entry which came to be known as the Paris Principles.³ These principles were based largely on the Lubetzky code of 1960.

The International Conference on Cataloging Principles instructed that the Paris Principles should be converted into cataloging rules by specialists in the member countries of the conference. As a result of this decision representatives from the American, British and Canadian Library Associations and the Library of Congress worked together to design the Anglo-American Cataloging Rules of 1967.⁴ Ever since the Anglo-American Cataloging Rules appeared they continued to be studied and revised by their authors. Other national groups are also working on rules for their countries.

The need remained for a set of principles for description. This need was first recognized at the International Meeting of Cataloging Experts (IMCE) which met in Copenhagen in 1969. This group said:

Efforts should be directed towards creating a system for the international exchange of information by which the standard bibliographic description of each publication would be established and distributed by a national agency in the country of origin...The effectiveness of the system would depend upon the maximum standardization⁵ of the form and content of the bibliographic description.

It was at Copenhagen that a working group was set up to draw up such a standard. This is ISBD. Its purpose was stated by A.H. Chaplin, Chairman of the Committee on Cataloging of the International Federation of Library Associations in his Foreward to ISBD(M):

The purpose of ISBD(M) is to provide an internationally accepted framework for the representation of descriptive information in bibliographic records of monographic - i.e. non-serial - publications. It

is designed to meet three requirements for the efficient informational use of such records: first, that records produced in one country or by the users of one language can be easily understood in other countries and by the users of other languages; secondly, that the records produced in each country can be integrated into files or lists of various kinds containing also records from other countries; and thirdly, that records in written or printed form can be converted into machine-readable form with the minimum of editing.⁶

ISBD was published in 1971 in a draft edition. It was circulated to some 70 bibliographic agencies for discussion and several national agencies began to catalog in accordance with it. The English edition was discussed in meetings of the Descriptive Cataloging Committee of the American Library Association, the Canadian Library Association and the Library of Congress. Through its representatives to this group the American Library Association accepted these rules "in principle" in 1971. However, it was felt that certain of the rules needed clarification and the application of ISBD as shown in the catalog cards produced by the agencies using ISBD showed variation from ISBD. Mr. Paul Winkler of the Library of Congress was appointed editor of the North American edition of the Anglo-American Code (AA) and revision of its Chapter Six continued in a joint committee consisting of representatives of the American and Canadian Library Associations and of the Library of Congress. This group worked in many meetings and through correspondence. One meeting lasted for two days and dealt largely with solving some one hundred questions raised by the members.

It was not just in the United States that this need for revision of ISBD was recognized, and as a result the Committee on Cataloging of the International Federation of Library Associations called a meeting for this purpose in Grenoble in August 1973. At this meeting comments on the draft edition of ISBD were reviewed and suggested amendments presented. Working from this information Mr. Winkler continued to revise Chapter 6 of the Anglo-American Code. The final draft of Chapter 6 was approved at the mid-winter meeting of the American Library Association in 1973. The revised Chapter 6 of AA was published by ALA in July 1974.

The English edition of the first standard edition of ISBD(M) was published by IFLA in London and by the Canadian Library Association in Toronto. The standard edition will not be issued in the United States, although the preliminary edition had been sold by the American Library Association.

As one compares the draft edition with the first standard edition of ISBD one notes no substantial change in principles. However, clarifying changes in the text have been made. The real change is the addition of considerable detail. As a result of this greater specificity in ISBD, the rules based on ISBD drawn up by national library associations and other national agencies will be more uniform than they were under the draft edition. This will

further the first purpose of ISBD, "that records produced in one country or by the users of one language can be easily understood in other countries and by the users of other languages."

The Library of Congress has set August 1, 1974 as the day on which it will begin to describe books in the ISBD format, and by September 1974 these cards will probably begin to appear in libraries in the United States. What will be the effect of the new rules on libraries? It is hard to say. Since the revised Chapter 6 of AA is being published separately, some libraries may decide not to adopt it and use the old rules for original cataloging and interfiling these cards with Library of Congress cards. It is quite possible to do this with little effect on the organization of the catalog because ISBD is concerned with description and not with main or added entries. Such a decision will affect the use of the catalog because certain elements of information required by the old AA Chapter 6 are changed in the new edition of Chapter 6; some elements of information required by the new Chapter 6 are not even mentioned in the old one.

Let us now turn to ISBD(M) and consider some of its practices and the reasons for them.

Probably the first thing that is noted as one examines a catalog card in ISBD(M) format is the punctuation. The customary English language use of commas, colons, semicolons and periods as exemplified in English language cataloging rules since 1908 has been abandoned. There are two reasons for this. First, punctuation is used here for a completely different purpose than the one for which it is usually used. In his Foreword to ISBD(M) Chaplin explains:

To achieve these aims it was necessary to find a way by which the different elements making up a description could be recognized, by the eye or by a machine, without the need to understand their content. The means adopted is a prescribed system of punctuation. Within any one of the main areas of the description, each prescribed punctuation mark is a signal showing the nature of the element which follows it. This is different from the normal use of punctuation marks, which is to separate words or phrases and at the same time to indicate a particular relationship between them. For this reason, and also because the need to distinguish a considerable number of elements has led to the introduction of some symbols not normally used as punctuation marks, the ISBD(M) punctuation is being used in a purely formal way for a particular technical purpose which is only distantly related to its use in a continuous text.⁷

What Chaplin is describing here is an application of format recognition. Format recognition makes possible the identification of isolated bibliographical elements by a machine which can be programmed to pick out needed information from a bibliographical record if each element is given a symbol. These symbols delimit the desired information. ISBD instructs catalogers to tag bibliographic ele-

ments for later recovery rather than to punctuate bibliographic records. Second, different countries use the same punctuation mark in different ways or even have different punctuation practices. By substituting a completely new method of separating elements in an entry an international meaning is given to each separating element.

The question may be asked why it is necessary for local catalogers to provide format recognition tags if they have no expectation of using computers in their libraries or in becoming involved in aspects of supplying or sharing the fruits of international bibliography. This question needs only to be answered by another: Who can say that his library will never use computers or supply or share cataloging information?

Another characteristic of ISBD is its use of fixed areas for the elements of description. What is to go into each area is carefully defined, and this will assist in content recognition.

ISBD(M) 1.3.3 requires that the author's name be given in the title area if it is given somewhere in the book. It is not given here if it is supplied from outside the book. In the Foreword to ISBD(M) Chaplin explains by saying that "The character of the ISBD(M) as primarily a description of the particular publication in hand rather than of the work embodied in it was confirmed by the decision of the Revision Meeting that a statement of authorship derived from a source outside the publication would not be given in the main description, but in a note."⁸ This will cancel AA134A1, which requires that the author's name be given in the body of the entry unless it is in the same form as that given in the main entry.

ISBD(M) 1.3.9 deals with the problem which arises when several authors are named in the work. This rule requires that the first be named, and leaves to the discretion of the bibliographic agency whether more than one author should be named. In areas 1 and 2 et al. for et alii is used for Roman alphabet records to indicate that there were other authors. Countries using other alphabets will use their own abbreviation.

ISBD(M) 3.1.3 states that the publisher's address may be given in addition to the place of publication and the name of the publisher if the publisher is a minor one. This is done at the discretion of the bibliographic agency. The Reference Department of the Library of Congress has requested that the addresses of lesser known American publishers be given on cards and LC will do this if the address appears on the work being cataloged. ISBD(M) suggests this format: London, [37 Pond St., N.W. 3].

ISBD(M) 3.1.7 states that if the city in which the work was published cannot be identified, the country or state in which the work was probably published is given, thus: [Canada]. If no place of publication can be found, s.l. for sine loco, without place, is given if the work is in the Roman alphabet. If it is in a non-Roman alphabet, the abbreviation for without place is given in non-Roman

script. This is a great improvement over the long standing practice of English language cataloging rules which give the abbreviation n.p. for no place of publication. The trouble with n.p. was that it was an abbreviation which could easily be confused with no publisher.

ISBD(M) 3.3 requires that the date of publication be given. If it is not known, the copyright date may be given, thus: cop. 1969. This abbreviation for copyright will appear strange to librarians in the United States who are familiar with the simple abbreviation c, thus [c1969]

If neither the publication date nor the copyright date are given and if they cannot be found, the publication date is given as fully as possible, thus [1969?], [196_?]. If the approximate time of publication is given, a date is given with the abbreviation ca which means circa, around or about, thus: [ca 1835]. The practice of English rules to give the abbreviation [n.d.] for no date when all else fails is abandoned. ISBD(M) requires a bibliographic accuracy greater than that required previously by English language rules for description and in consequence asks more of the cataloger.

ISBD(M) 4.1.1 requires that the pagination or number of volumes be given. This appears to mean that the number of pages is counted in every work which has unnumbered pages. Obviously this will work a hardship on the cataloger if it happens too often, and the revised Chapter Six of AA provides for counting the pages if the book has 100 pages or less and if it has more than one hundred pages they may be counted or estimated to the nearest multiple of 50. For example if a book has about 450 pages they can be counted and the number set down or the number can be given as ca 450p.

Area 6 is the notes area of ISBD. The purpose of notes is to extend and amplify the information given in the main entry, the body of the entry, and the collation. AA provides a list of types of notes which it considers to be indispensable and another which it considers important but not indispensable. It also provides an order of notes, but states that "Various considerations affect the order of notes, making an invariable order undesirable." (AA144E) This statement will probably be changed in the revision of AA Chapter 6, since ISBD(M) rule 6 states: "Except where otherwise indicated, notes and their order of presentation are optional."

ISBD(M) 6.1.1.1 does require that if the work is a translation, the first note must be a translation note, giving the original title, for example: Translation of: Zauberberg. Rule 1.2.7 provides that if the translated title is followed by the original title on the title page the original title be preceded by =. It may seem unnecessary to give the original title in a note if the original title appears on the title page and is given in the body of the entry.

If the work is not printed in Roman script, the title is given in Roman script in a title Romanized note. This is a departure from present practice under which the Romanized title is inserted between the author entry and the body of the entry.

ISBD(M) 6.6.3.2 includes the note: Includes index. This note first appeared on catalog cards printed from copy supplied to LC's Shared Cataloging Program by British bibliographic agencies. It is not included among suggested notes in the North American edition of AA, and it is not a prescribed note, but I think we will begin to see it used on L.C. cards.

Area 7 is the area in ISBD(M) which includes International Standard Book Number, Binding and Price. These elements will be given if known.

Footnotes.

1. American Library Association. Division of Cataloging and Classification. A.L.A. Cataloging Rules for Author and Title Entries. Second Edition, Edited by Clara Beetle. Chicago, American Library Association, 1949.

2. Lubetzky, Seymour. Code of Cataloging Rules, Author and Title Entry. An Unfinished Draft for a New Edition of Cataloging Rules Prepared for the Catalog Code Revision Committee. With an Explanatory Commentary by Paul Dunkin. Chicago, American Library Association, March 1960.

3. Verona, Eva. Statement of Principles Adopted at the International Conference on Cataloging Principles, Paris, October, 1961. Annotated Edition, With Commentary and Examples by Eva Verona, Assisted by Franz Georg Kaltwasser, P.R. Lewis, Roger Pierrot. London, IFLA Committee on Cataloging, 1971.

4. Anglo-American Cataloging Rules. Prepared by the American Library Association, The Library of Congress, The Library Association and The Canadian Library Association. North American Text. Chicago, American Library Association, 1967.

5. Report of the International Meeting of Cataloging Experts, Copenhagen, 1969. Libri 20:115-116, 1970.

6. International Federation of Library Associations. ISBD(M). International Standard Bibliographic Description of Monographic Publications. First Standard Edition. London, IFLA Committee on Cataloging, 1974, p. vii.

7. Op. cit., loc. cit.

8. Op. cit., p. viii.

AN ALTERNATIVE FUTURE FOR ATLA

by John D. Batsel

I have just about decided that what I have attempted to do in preparing this address is impossible for one who is emotionally involved with the Association as I am, or as any of you would be; that an assessment of the futures - that's plural - of this Association would be best done by an outside consultant of some sort. I had occasion to work with what is now called a process person and as I looked at much of the material and many of the events that we have generated in this Association, I think it would drive him up the wall. I'm not sure anybody could do a successful job of listing the alternative futures of ATLA. I am sure that you, yourself, can and ought do this and you'll do it as well as I do.

Does ATLA have a future? Obviously it does have one of some kind, but what will that future be? Futurists say that their predictions will not necessarily eventuate and that's true because they list so many alternatives. They make their predictions in many cases as realistically as they possibly can in order to keep them from eventuating. I'm not sure that that's what I'm attempting to do, but if you want to take it that way please feel free to do so.

Before making any kind of prediction about what the future holds for ATLA we must consider the grounds on which such predictions are made, namely, what our past has been and what is our present. These are familiar to all of us. What I have to say is simply a matter of interpretation of things you already know. Radical disjunction from these two realities, however we interpret them, is hardly a possibility for an organization such as ours, barring any cataclysmic incursion from the outside. And there could very well be a cataclysmic incursion. For example, what if economic recession becomes economic rout and a full scale depression sets in? What is the future of our organization in that case?

As a matter of interpretation it seems to me that the current situation in the American Theological Library Association can be described as a continuing crisis of identity. I know this is a popular and almost trite interpretation. It certainly isn't new. Attempts to make a new constitution a few years ago brought much discussion of who we are. The process of incorporation renewed that debate because the document had to be revised. A symptom of the identity crisis is the polarization of criticism of anything that we undertake, for example, the annual conferences. Having gone through the process of preparing a program last year and being fairly close to the one this year I can assure you that whatever type of conference is prepared there are those who don't like it and are ready to fire off their criticisms to the people who are responsible. This reflects the balance of opinion about our identity within the Association itself. The program which is characterized by intensive scheduling of meetings, discussions, projects, reports, that is more intensive than usual, draws flak from those who have gone

through a whole year of that kind of thing and are looking for a little respite, who want the conference to be characterized by a few amenities, some pleasant lectures and some vacation possibilities. And then when these people are satisfied by such a conference program, immediately the professional work-horses say, "How do our institutions justify paying me to come to that kind of thing?" I think there is something legitimate in both sides of the criticism and both interpretations of our identity. Let's take a concrete example or two. Let me mention the famous European conference conflict. Need I say much more? I will. A great deal of energy was expended on this project and it did not materialize. Otherwise I would be welcoming some of you to Geneva, Switzerland, today. My own judgment is that the lack of a clear definition and a clear understanding of our Association's goals and purposes which are agreed to by the members allowed that situation and others like it to develop. Or we can look at some of the issues that are before us today. We are oriented enough toward the professional to be incorporated in order to handle our own funds, but we have no professional projects for which we are anxious to raise funds.

We're professional enough to want faculty status. We have a report coming to us which has a resolution that the Association approve this position of granting faculty status to academic librarians. From what I know of the Association I think we'll want that. But we are not agreed that we need a professional theological library journal for the exchange of the theory and practice of theological librarianship. We think we have come of age as an association and can relate to other professional organizations. We established membership in the Council on the Study of Religion at considerable expense to us, but for one reason or another (and I'm guilty here) failed to follow through on the exploitation of that relationship to make it work to our advantage. So, who are we? We are in those gangling, awkward years of adolescence as an association. What kind of maturity will we have? A less satisfactory way of asking that question is what will become of us? Yet it is likely that the latter is the way we will respond because, as I interpret ourselves, we are re-active as an Association rather than pro-active. We are not sufficiently in control of our own development.

Let's look at some of the reasons for our being in this situation. I offer myself as a case study. When Joel Lundeen, who was then the chairperson of the nominating committee, called me for permission to put my name on the ballot for the vice-presidency of ATLA in the winter of 1971-72, I couldn't think of any good reason to refuse. I think that's the definition of short-sightedness. On closer analysis, however, many of the things which have contributed to the dynamics or lack of dynamics of my term as president could not possibly have been foreseen two years ago.

In 1971, I had been nine years in a research project called the Union List of Methodist Serials, which started with an innovative process of publication. I got a call this year, that is about a year ago, from Science Press saying they were phasing out that innovative thing and if I wanted to publish anything I had better get

it there. So, I had no choice except to finish up the work on that project, including publication and distribution. We had no way that we could tie up the cash for a long period of time and allow me to postpone that part of it.

In 1971 the merger of Garrett Theological Seminary and Evangelical Theological Seminary was at least four years away. How could I tell as I was talking with Joel that that process would be moved up two years right in the middle of my term as president? On Monday I go with my entire staff down to Naperville to begin the disposition of 34,000 volumes. That must be completed within three weeks time. I still am getting the bugs out of the flow-charts.

Who knows when he or she may be faced with a vocational decision as some of us were this year? Nothing came of mine except a great deal of thought and searching, wondering whether I should or would uproot myself and my family and go into another situation.

In 1971 I had been five years trying to move our institution in dealing with alleviating our crushing space problem. How could I tell when Joel called me that our administration and trustees would respond with an ultimatum in July of 1973 to get intensive planning underway?

No one knew in 1971 that our neighboring seminary, McCormick, would need to engage in an intensive self-study, lasting several months, which would involve Garrett-Evangelical as a possible location. And this study, so full of promise, engaged me in enthusiastic and sustained participation for several weeks.

Add to these things the normal operation and problems of a healthy library undergoing about a hundred thousand dollars worth of renovation right at the moment, a staff of a dozen human beings, a wonderful staff. Of course, under the terms of my contract I had to carry a full load of committee work, no one ever gets out of that, plus a dozen student advisees.

Well, you know from my telling you all these things that I'm not making excuses so much as confession. No human being could possibly do justice to such a workload and carry out the office of this Association as it should have been. On top of that, Mother Nature didn't help very much. ATLA's not the only adolescent that I was dealing with. I have teenage children and one chose this year for her major rebellion and it was intense. Another is rising on the horizon.

The purpose of these confessions is to point out not too much my problems as the problems of ATLA. The Association is served almost entirely by volunteers like me. That means that my leadership in the Association depends on my willingness to do the job as I see it, and may I add it's a job for which there is no training, no handbook, and no one really to be accountable to. That means that when there are other claims on my time I have to decide whether those claims take priority over the claims of the Association. If

the other claims win out over those of ATLA there isn't a darn thing the Association can do about it. We don't have any impeachment process. Frankly, if I didn't function very few of you would know it unless I told you. Multiply this condition by twelve and you have the Board of Directors. Multiply further and you have the committees and board personnel. And it's not just the slow mails that contribute to the pace of our work. With very few exceptions the work of the association depends upon volunteers. Even our paid executive staff turns in more work than their pay warrants, we really ought to keep that in mind, so that they are volunteers in a very real sense. To my mind, it's remarkable that our Association has the stature that it does, achieved as it has been through volunteer labor. To be trite, it had to be a labor of love. The success of ATLA has been due to the character of devotion with which some of our members have approached their work for us over the years. Those people are not by any means all of those who have been elected or appointed to positions in the Association, but only a portion of them. I don't say that to be critical of those whose service has been less than stellar but I can say from experience that the best intentions and the most intense interest can quickly be dissipated, and a term of office is over before very much can be done. It's very easy to see what the strengths of ATLA have been in the past. You know them so I won't recount them here, and that's at the risk of being interpreted as a very negative interpreter of the Association. But the paradox that I see is that the strengths of the past may constitute the problems of the future of the association, partially due to the size that we have reached.

Let's consider some other factors now that affect the future of the Association and become a little more hypothetical. If your library budget were cut twenty per cent would you recommend dropping the institutional membership in ATLA, which may be sixty dollars, fifty dollars, forty, whatever? If your salary were cut by ten per cent would you drop your personal membership, or, if you could find a legal way, move from full to associate membership? How do you convince your administration that the institutional dues are worth paying? How many other institutional dues does your library pay - ALA, whatever? How many other professional organizations do you belong to? Have you ever considered switching? All of these questions, as you recognize, are intended to make us think about the benefits of ATLA to ourselves and to our institution, hopefully apart from sentiment. Do we really deliver services in proportion to the cost we exact from our institutions?

Now let's do some very rough figuring. Let's assume there are a hundred and fifty registrants here and that with travel and lodging and meals and registration, all other expenses, that the average cost per person is about \$200. Then let's consider that almost all of us are here not on vacation days but on working days, so that's five days for most of us, four days for some of us who don't have to travel quite so far. So assume about four days for each person. Now to make a very rough guess about how much the average member who is here is paid per day; we will assume it is around forty dollars including benefits, forty or fifty dollars

a day. This week is costing our institutions, that's not those of us who made a little adjustment here or people who are paying their own way or partially paying their own way, approximately sixty-seven thousand five hundred dollars - it may go as high as eighty thousand. My own institution is paying about a thousand dollars for travel. If my president called me in and said, "What did you get for the twenty-five hundred you put in this week?" what would you instruct me to tell him, or what would you tell your own president? I'm going to come back to this illustration in another context in a few minutes. So the question becomes what are our sources for income for the association and what other source do we have as an association for income sufficient to produce a program of service which is worth what we are now putting into the Association?

As I see it we generate our income almost totally from ourselves with a schedule of dues that's fairly rigorous and with some definite privileges and benefits for that. I know that many of us look with a longing eye at the "big budgets" and fiscal power of the Board of Microtext and the Board of Periodical Indexing. On more than one occasion there have been proposals that the whole Association have access to those funds for whatever the Association is up to at the moment. The Boards sometimes generate income and sometimes they operate at a deficit, just as the Association does. They are in my judgment not particularly well-heeled but sufficiently secure to carry on the work with which they are charged. So there is no real source of income to the association there.

The only other real income we have is from our own institutions and we have a chief rival for that - The Association of Theological Schools in the United States and Canada. Think about this for a minute in terms of local politics. Think about the organization of ATS. The chief administrators participate in that organization, presidents and deans, and a paid executive staff carries out the work. Their conferences are every other year and restricted primarily to business. Now if administrators are being faced with a choice of cutting back support either for ATS, on the one hand, or ATLA, on the other hand, which do you think your administrator would cut back? We're nuzzling the same udder, I guess, and when it begins to dry up, realistically, I can say, we're behind.

So I'm asking where does our future lie? We know that budgets are being cut, stringently, in some places. How can a volunteer organization raise from outside sources the funds it needs to live up to its potential? That's a very good question. When all of these questions come, we face the dilemma of being a good organization with many possibilities. But we have too much potential to be fulfilled by volunteers and not enough support to have a paid staff who will vigorously prosecute the work of the Association. The thing that has dramatized this to me more than anything else is the incorporation of ATLA. As a fully incorporated association we can now handle our own funds, and they will be transferred from Dayton to wherever our new treasurer will be, not to headquarters, and when another election comes they'll be transferred again. This is a volunteer who will do yeoman service and who will respond to a

legally responsible board. But the work will be pretty largely up to that one person. Where is the financial expertise? Where are the funds to provide that? Consultation?

We're a long way from raising enough money for a full-time executive director and a permanent headquarters. When we raise committees, and we do this regularly, we raise committees for whom we cannot budget a sufficient operating fund to carry on their work. You'll see this in some of the reports that come up. What can we realistically expect to continue to achieve with that method of operation?

Now, let's take these factors and see if we can put them together. There isn't enough time to describe all the alternative futures for ATLA in any kind of detail, so let's content ourselves with some sketches which then you, yourself may flesh out. Your imagination, I'm sure, is as good as mine and you can make your own models for fun.

Obviously, the first future for ATLA is one in which we keep going on in a pattern essentially unchanged from the present one. I don't think we need to say very much more about that.

The second would be an Association which is a radically reduced and retrenched version of the present one due to mounting economic pressures and due to a policy of the Association of tailoring the program to the resources we have. A careful survey of all the reasons members who usually attend our conference but who did not do so in any given year would give you some hints about what could happen. If seminaries are curtailing their own programs, how long will it be before the association will need to do the same thing? How many of us will there be left to do the work?

A third alternative future would be possible to an association willing to risk a few things in order to gain something else. In my opinion, in order to create this kind of future, ATLA would need to do one or more of the following things. First, become goal oriented. This means determining what really needs to be done and what can be done. Then priorities should be set. Resources should then be applied to the priorities and non-priority items dismissed with a clear conscience. Goal orientation encourages the development of resources to reach goals. It also gives a solid identity. This means that the stance of the Association toward other groups is never in question. Negotiation of cooperative programs, agreements with others, fund-raising, and the like is enhanced by such clearly defined identity. We argue from a position of strength from knowing who we are. Second, after setting goals, disjunctive thinking, or what DeBono calls lateral thinking, as well as logical or sequential thinking must be accepted in dealing with our objectives and our problems. This can help very much in identifying resources. Let's go back to that example then of spending sixty-seven thousand five hundred to eighty thousand dollars on this conference and compare that with the original funding for the Periodical Indexing Board or the annual budget of that Board. Why not figure some de-

vious manner for our institutions to put that same amount of money in (It's like a banquet without any food for which tickets are sold.) so we'd have a conference but nobody would go. We'd pay all of the travel and all of the other things, if we could possibly get away with it, and put that into a fund to do something for the Association. There's one thing. Another thing would be, if you couldn't be devious enough to get the money and you had an organizational genius around someplace, that you could contract with a hundred and fifty people of the Association who normally would attend the conference not to attend the conference but to spend four or five full working days on particular projects for the Association. How much could we get done that way? Who knows? This identifies a third element in the process, namely, the risk taking that I mentioned earlier. I know this is difficult, if not impossible, for a large organization; but if alternatives are seen realistically, the risk may be the most attractive solution to the problem. Flexibility is characteristic of an organization which can afford to take risks, but an inflexible organization almost will surely go under when it takes risks.

This would involve, then, some reorganization. I hate to mention that because we've done this over and over again. I could see a model of ATLA something like this. We would set a few simple goals; I'd name three. First, save money for the institutions. The administrators would like that and they would back us all the way. Second, provide better service to our constituencies. The librarians would like that and would back us all the way. The question is, is this a paradox or is it a mutually exclusive set of goals? Third, let's improve our profession. That can be taken in two ways, personally and as an association. Structure would be as small and as simple as possible and as flexible as possible. The goal of this would be to be as effective as possible. The president would be a figurehead who conducts meetings. There would be an executive secretary, a full-time paid work-horse, with the minimum effective work staff, support staff, including a paid business officer. There would be a Board of Directors as required by the Articles of Incorporation but no more than six members selected for a fairly long term, three to five years. There would be a centralized office, one address, with all the employees of the Association in that place. There would be almost no committees with all the work being handled through the executive director with a cadre of volunteers on an ad hoc basis rotating according to skills or the tasks that are being done. These would be set up on the basis of individual contracts between that volunteer and his or her institution and the Association office itself. Meetings would be infrequent business meetings of the entire association with more frequent meetings of the Board and, in lieu of other features of our annual conferences, planned continuing education or upgrading opportunities that would bring us into contact with each other. Also to facilitate communication, the development of theory and the sharing of practice, a unified publications and communications program would characterize this Association. The strength of the Association that we already have well established, such as the Periodical Indexing and Microtext Boards, would become not much different than they are now except perhaps in the business operations.

What could be done by such an organization as this, such a model of the association? We could take things such as the challenge thrown down to us by Mr. Heer, measure it against the goals and set up a process of implementation through that structure. It is my judgment that with someone who is prosecuting the work of the Association on a full-time basis, five to seven days a week, who is in contact with the membership, we would become pro-active rather than re-active and uncover many of the projects that are now brought to us by persons such as Mr. Heer. This is about all I mean to suggest about alternative futures for ATLA. I think there are many others that you could name yourself and hope that you will engage in that kind of activity.

THE SOCIAL RESPONSIBILITY OF HIGHER EDUCATION

by Maurice B. Mitchell

[A condensation for the Proceedings by the Editor]

The topic which treats the social responsibility of a university or any institution of higher education is so obvious that it cannot be labored for more than fifteen or twenty minutes. Society needs educated people. Society's problems are complex; they cannot be dealt with by uneducated people. Hence institutions are developed in which preparation for and training for dealing with those problems is made available. When I was a young man it was not necessary to be trained to live in society. There was a time when you could find a job, live in a community, be part of society, and die without ever having gone to school at all. But the kinds of problems that confront a modern society require education for social involvement. It is generally assumed that those who go to post-secondary school institutions will be leaders in their community. It is simultaneously assumed that whatever institution they attend will make the social problems of their world known to them.

What kinds of social responsibilities? Does the preparation take place in the university? Do you come out armed for battle? If so, what kind of ammunition? What should be the extent of the university's involvement? Should the university itself go out with you? Should institutions be on the welfare front and involved in the great social problems of the day--as an institution and not just through students, scholars or faculties? Even this question is answered a dozen ways by a dozen institutions. Yale, for example, has a set of postures which it takes in the face of social problems, and it does not hesitate to fling itself into the problems. Antioch College sees itself as the possessor of some sort of obligation. It runs a law school in Washington, D.C. (an unusual thing for a college that belongs in Yellow Springs, Ohio), and it runs a branch in Denver and in Texas. It engages in a whole variety of activities in which it expresses its commitment to social responsibility. Is the social responsibility of a university to pick up and go wherever it can find social problems it supposes no one else is handling?

CCNY has recently taken the position that a city university should be an open thing, that there should be no requirements for entrance. The open admissions concept is surely a direct expression of a social attitude of the institution.

In Chicago President Levy at the University of Chicago, surely one of the great private institutions of the United States, takes the position that the university has no business fooling around with problems in its community. Its job is to train people who are involved in and fool around with those problems. Yet the University of Chicago in a prior administration undertook to clean up the slums that surround its campus. It merely moved the slums to a further distance from the campus, demonstrating that not all social programs work out.

Universities have certain kinds of social responsibilities which they perceive in different ways. It would be an impertinence for me to tell you what they should be. Society sees this university, and most other institutions of higher learning, through a kind of trifocal set of glasses. They see us first as the service station of contemporary society. They say, "Look at all the problems we have--crime in the streets, pollution of the water and the air, shortage of energy, wars we didn't want to get into and can't get out of, corruption in our government, shortage of educational facilities or too many of them. Why don't you do something about this? Why all these universities and their laboratories? Why all these research institutes running back and forth to Washington collecting grants? Haven't you learned anything? Why don't you come downtown and get rid of the sewage? Rearrange the transportation system; get the busses full! Make people drive in car pools!" I get postcards from anonymous people guiding me to more effective direction of the university along these lines.

Then there is the activist view which says, "Why can't you prepare your students and faculties to move in as soldiers in the solution of these problems? You are not relevant. Why are your students and faculties not prowling in the community? Why go to class? Why can't they be learning about chemistry while solving the sewage problems or detoxifying gas at Rocky Mountain arsenal?"

Finally there is the view I liken to the father who comes to the Freshman reception each year with his daughter and says to me with a poorly concealed tear, "Here is my little girl; take care of her!" If she can't take care of herself by that time, all is lost. The third view is that the university is an ivory tower. It is a romanticized view of the university as a quiet place where scholars and young curious minds examine the problems of their society, discuss them and postulate solutions. Students get to understand the problems of scholarship and what scholarship really is; they learn to think, to discover things, to improve their intelligence. The scholars learn not just what comes through scholarship, but they learn how important it is to study in the presence of minds not yet satisfied by the knowledge of the past and who are groping for something else in the future.

Which of the three should the university be? Can it be all three? Let us look at them a minute or two and see!

Let us look at the service station concept. There are so many facets to this, it would take all night to describe it. Some ask, "Why don't you teach Americanism and patriotism?" They do not want education; they want indoctrination. There is a view of the university as a device for the indoctrination of the minds of its students. Is that a social responsibility? That question is not quite as easy as it sounds because while I say, "Of course I will not indoctrinate a student into being a patriot," there is something uneasy about that statement, too. Are there attitudes that institutions applaud when students have them and do not applaud to show disapproval? Is that not a kind of reverse indoctrination?

Then there are the people who say to us, "Why don't you teach surf casting, or beef raising, or home economics?" That is the super-market concept, the service station concept--you are an encyclopedia of everything; anything you can teach you can teach at a university. Having come out of the business world to the university, I had a very unusual reversed experience. I sat down with my administrative team and said, "One of the things we should change is such and such a procedure. It has always worked for me in business; I've tested it over a dozen years, so let's do it here." And they said, "Now look, it works in practice, but how is it going to do in theory?" The university theorizes and conceptualizes, whereas there is a group in society that distrusts things theoretical and is uneasy about conceptualization. It may sound from this first concept that I am opposed to professional education and vocational education and technical education. I really am not, but I must say that it is a great mistake to substitute them for the humanistic experience. Some demand that everything that happens at a university be socially-oriented in a directed program so that everybody rolls out with a social security card in his hand, a number, a job, a destination, and training for something. This concept I reject. I believe that if you have a college of arts and sciences, the rest can be learned besides. I don't believe that most areas of study are as important as their constitutncies say they are. Whatever you are able to do is outmoded in ten years anyhow.

Let us go to the student-faculty assumption that somehow the university is in possession of the students and the faculty, which by and large it really is. The governance of a university is always in the hands of the faculty. They decide who gets into the university, who gets kicked out, who is hired as a faculty member, and who does not get rehired. They decide what is taught and which buildings will be built. The assumption that supports the second theory is that between the students and the faculty they are capable of performing an important social service. What is that social service? They will take the university and make it an instrument of change. They see the institution as having power because of its cluster of specially-trained people. They would commit the university on specific issues; they would commit the university. And in the process they would politicize it and make it a political-activist organization. In the 1960's it began at Berkeley; it touched nearly every university, and it is not really gone. It raises for me desperate questions about the sanctity of the university, about what happens when you take the wrong position. And is there any such thing as a right position--twenty years later? How does one ever find out the truth about any ideology, any position, any political aspiration or expectation?

I believe that students are better off studying--that life in our society requires a kind of sophistication which is developed through learning, through insights into fields of study. There is plenty of time to go out and fight society's battles, and there are plenty of battles to be fought. What you need to learn is how to be a warrior in any kind of battle.

Finally, there is the view of the university as a sanctuary, as a place that exists for its own sake, for the sake of society in some distant way, but essentially for the sake of developing intelligence, stimulating and broadening the horizons of knowledge. The word university means "turned toward oneness, combined into one, a communion of persons with a common interest." The nature of human beings at study, in introspection, in examination of what happens in the world turns down inward. There are those who believe that for a portion of everyone's life that is a good thing to happen and a better world grows out of that than from any other posture a university can adopt.

Let me read to you what Louis Halley who wrote The Society of Man says. "The scholar's business [the university's business] is direction. Like the navigator of a ship who does not himself take the wheel but makes the calculations on the basis of which the actings of the man at the wheel can be addressed as opportunity serves to a purpose beyond the immediate moment." There is the key to the question of social responsibility. Is it an objective of the moment, or can one see it in such long terms that the university never appears to be directly involved. Halley continues:

If the sea is chaotic, the man at the wheel will have to be preoccupied with every looming wave that threatens the ship, and he will have to act quickly either to evade or meet it, even though this means acting with apparent inconsistency, turning first in one direction then another. But these waves are not the navigator's business, and he will only confuse himself and the helmsman if he tries to make them his business. His business is to see beyond the transient and the complicated and to make known what he sees so that the ship can in the long run realize a purpose beyond that of survival in the present, so that it can have direction.

It is a beautiful statement of what should be happening in the university. The university has to take the long view. It is not just the custodian of a culture of the past; it is not a rear view mirror that you look in to see what happened yesterday. It is some kind of place where one brings opposites together, the present and the past, and gives the opportunity to develop sophistication and personal understanding.

Some people say things far better than I can. I quote from a gentleman with whom I worked in Addis Ababa while an educational consultant to the Africans. Let me read to you what Sir Arthur Lewis, then on the faculty at Princeton, now distinguished statesman and some time ago the Chancellor of the University of Guiana says:

The human race has pulled itself up, by handing down from generation to generation knowledge of two sets of principles: those relating to controlling nature, which we call science, and principles relating to human behavior which we call ethics. Human life as we know it today is based on a cumulated science and a cumulated ethical principle enshrined in laws and conventions of

decent behavior. The supremely important task of receiving this knowledge, adding to it, and handing it down to the next generation has always devolved on a very small body of people who specialize in using their brains. They were known as clerks. The ethical and cultural values which we clerks preserve are like a thin veneer, easily rubbed off by mass hatreds and ignorance. In 1933 Germany, the most scientific nation in Europe, went barbarous overnight. Genocide has become the favorite crime of our century--Turks and Armenians, Germans and Jews, Hindus and Muslims, Germans and Arabs, melancholy lists which alas are not ended. The clerks have always had a difficult time keeping civilization going, and it isn't getting any easier. Here we come to the fundamental purpose of education: to produce young men and women who will join in the kind of clerk activity that stretches back through history and forward to generations yet unborn, who will receive our truths, embellish them, defend them against numerous and powerful enemies, and pass them on to the next generation. If our graduates do not help to keep civilization together, to reduce the sum of human misery, and to advance the cause of human brotherhood, then our university will have labored in vain.

I submit that this is the argument for the third theory, because the task to which he refers is the task that challenges the greatest minds, the greatest universities, the most intense dedication to scholarly pursuits of any known to man.

PART IV

DIVISION MEETINGS, PAPERS AND REPORTS

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ADMINISTRATION

(Summation of Divisional Meeting)

The divisional meeting on Administration met on Wednesday, June 19, at 2:00 p.m. About 35 attended the session.

A previously arranged item on the agenda, insurance for libraries, filled most of the session.

A basic issue in planning for insurance coverage is the determination of the value of the resources to be covered. One formula suggested the use of dollar value per volume ranging from paper backs to bound periodicals and rare books, plus processing costs and allowance for inflation. Rare book values, normally, are determined by an appraiser for a fee.

Another formula suggests taking the total of monies spent for items to be insured, plus dollar value of gifts, processing costs and inflation.

The percentage of the collection to be covered (some use 80% figure) would have to be determined by the institution's administration in the light of premium costs, recognized hazards, fire protection available, etc.

An approach quite the opposite, in some vary large libraries, is to carry no insurance at all because of prohibitive costs. The institution chooses to assume the risk of having to cover replacement costs if and when the need arises.

Yet another approach is to carry a policy with a high deductibility figure in order to reduce premiums. Or, one case was cited in which an institution set aside annually the amount of the premium as its own cushion in case of catastrophe.

Evidence of ownership as claim for insurance payments can be derived from microforms of shelf list or card catalog accessions record (photo copy) which would have to be stored outside the library. Statistical reports submitted to ATLA and/or other agencies might also be helpful. In case of a microfilm of the shelf list, suggestions for up-dating included the purchase of a Kodak Recordak camera for filming of cards continuously, thus eliminating the need for a duplicate file for annual or biennial updating.

As a further resource the following publication was mentioned: Protecting the Library and its Resources, a Guide..... by E.M. Johnson, Library Technology Project, Chicago, ALA, 1963.

The above discussion led into consideration of inventories of the libraries' resources. Practice varies in frequency from doing it annually to cycles covering several years, or not at all. Some questioned its value in the light of costs.

Benefits of inventory-taking were mentioned: check on mission books, finding books lost due to mis-shelving, correcting cataloging errors, providing a systematic approach to replacement of lost books.

A position paper which arrived too late for presentation was introduced to the group and duplicate copies were provided for those requesting it. Barbara M. Griffis, in her "The Way to Move Mountains", makes a strong plea for the centrality of personnel concerns in library administration.

Respectfully submitted,

Susan Schultz
Divisional Leader

THE WAY TO MOVE MOUNTAINS

(A Position Paper for the Divisional Meeting on Administration
28th Annual Conference of ATLA)

by Barbara Marjorie Griffis

If university libraries are "the predominant manifestation of the research library genre," as Rogers and Weber declare,¹ theological libraries (which also serve graduate educational institutions although they are on a smaller scale) offer another example of the same "research library genre." Hence innovative literature on university libraries can be instructive for theological libraries as well. On this premise several pieces of university library literature have been skimmed in relation to the position taken here (by a non-administrative librarian, admittedly) that personnel issues, broadly understood, should become the major concern of theological library administration. Five personnel themes have been singled out.

1. Conflict. Though the major attention in librarianship has been given to issues affecting organization of physical library materials, optimum organization of the library's human resources deserves to be taken with equal (or greater) seriousness, writes Mary Lee Bundy. This approach would be required for resolution of the conflicts so common in libraries, since these arise chiefly from departmentalization and hierarchical organization.² Bundy points out that typical power-relations underlie library conflicts. For instance, technical services personnel, if unaware of the library user and his needs, may make their systems and procedures into ends in themselves. Or, while a group of librarians can sometimes operate like professionals who uphold service goals against pressures for economy, more often they lapse into a semi-professional stance in which goals and standards are ignored in a flurry over ways and means. Or power may be appropriated informally by en-

trenched old-timers or an "in-group"; or resentful subprofessionals may become obstructive. Again, a new professional may see change as "an opportunity to show his worth," but he may be determinedly repressed by preservers of the status quo or those unwilling to offer junior entrants into the profession "the colleague relationship they deserve." Then, too, certain administrators may demand compliance and conformity at all costs. In short "the basis for much decision-making in libraries is personal or is power-motivated in opposition to the best interest of the library."³

2. "Old" and "new" administration. The traditional hierarchical structure of libraries excludes professional librarians not assigned to the administrative office from responsibility or voice outside their own particular corner of the pyramid, and they find no structured opportunity to "participate in the determination of library goals and standards" for the library as a whole. New-style administrators like David Kaser object to such a structure because

one of the distinguishing features of the professional staff member is that he has been broadly trained in the multifarious aspects of librarianship regardless of the specific task to which he is currently assigned.

Increasingly librarianship is considered a high order profession with peer practitioners equally obligated to speak out on problems arising in any part of the total library structure.

In this newer view librarians may no longer validly be thought of as "working for" a university library; rather they are the university library, and they share equally in the responsibility for its successes and failures...⁴

In diametrical contrast, an "older" hierarchical view of administration is assumed by Rogers and Weber, who see the nature and goals of the library as a responsibility centered in the director's office, although he and his staff should be aware of constituencies that may be interested in particular problems.

More fundamental still, there has to be in the sea of complex issues someone who harbors a general vision of where the library is headed and attempts to shape individual decisions toward a long-range target.⁵

Are other professionals incapable of sharing this general vision? Kaser does not think so. He rejects the idea of a solo administrator, declaring instead:

It will not be enough to tell librarians their views are welcome. A regular forum must be provided through which their views are sought.

In fact a good library program might call for either rotating or elected heads of departments and would require rewarding librarians "both financially and psychically" for being good librarians, rather than restricting such rewards to those who also take on administrative duties. "The basic salary structure could be tied entirely to rank and merit, with a fixed increment added while a

librarian fills an administrative assignment..."⁶ What librarian with gumption would not enjoy working in a library like that?

Roger Horn points out what librarians really want to be in their libraries when they strive seriously for faculty status. That is, he cites a definition of "faculty" from Webster's New Collegiate Dictionary (1961): "the body of persons to whom are entrusted the government and instruction as of a university or college."⁷ Many librarians have to settle for something far short of that since the only aspect of librarianship so well rewarded at present is management in relation to which most other professional positions are kept at a level of permanent apprenticeship. Horn therefore affirms:

If we are serious about faculty status then we will need in many libraries a sort of Magna Carta declaring that the director is not the king, but the foremost of the barons. That may be...difficult for those who are certain that God ordained the feudal system for libraries and who...continue to act on the theory of the divine rights of directors.⁸

This article does not deny an essential place in libraries for administrators; it merely makes a (non-administrative librarian's) plea to work not "for," but with them in an adult, collegial relationship instead of that of master and apprentices or king and barons (or papa and the children).

But John Moriarty asks, "After 'full academic status' for a professional library staff has been achieved, then what?" and "If librarians as faculty members are to match their peers in other departments, what will library directors need to do?" He observes that a library director should be similar to a successful dean or academic department head who "pampers his faculty, rides roughshod over institutional procedures on their behalf, and in general sees their achievements as the justification of his work." Alas, too often academic library directors concentrate instead on library buildings or growth of collections,⁹ which do need attention but not foremost attention. (Certainly the staff librarians in turn must act to justify the director's high expectations of them, but that would be the theme for a different paper.)

3. Administrative vs. professional authority. Margery Ramsay writes that "the continued involvement of librarians in administration seems both inevitable and desirable" because in librarianship administration is associated with the core tasks at every level, not only at the top. Libraries develop "highly integrated systems and facilities," requiring a professional direction and control like that required in engineering. (This is true especially when isolated institutions develop into networks.)¹⁰

But since a top-level librarian-administrator may "engage in unwarranted empire-building" or simply resist change, an association of professionals is a vital safeguard and a reminder that administration is in fact a service activity devised to pro-

mote carrying out the core tasks. Administrative authority should not dominate professional authority to the point where professionals must derive their goals and standards from their institutions rather than from the profession for, taken to an extreme, that would "lead to extinction of the profession."

Administrative authority is held by those with senior rank in a bureaucratic hierarchy, while professional authority is exercised by virtue of specialized knowledge. Professional authority may be exercised individually or collectively through an association, but it is collegial not hierarchical. These two styles of authority must be reconciled when professions are institutionalized. Conflict between them is minimized in the well-established professions whose members are not ranked in hierarchies, whose professionals and administrators are clearly separated and whose administrators do not qualify as professionals, as in the case of hospital administrators and doctors. In libraries, however, where the core tasks are assigned to positions set in a hierarchical structure and professionals are supervised by professionals, conflict and confusion of the two types of authority are much more frequent. The subordinate professional, especially, may come to equate authority with superior rank and thus fail to make rightful use of his own professional authority or to recognize the wider professional authority invested in his professional association.¹¹ The capacity of non-administrative librarians to make a contribution through exercise of their professional authority in reader relationships, in assessing materials and relating them to existing systems, and in participation in library planning is contingent upon their having achieved genuine expertise attainable only by means of adequate educational preparation and professional experience (which is not merely years of marking time on a library staff). When the qualifications, performance and status of the non-administrative librarians reach a high level, one

would expect a structure to develop in which librarians engaged in administration and in core tasks treated each other as colleagues rather than as superiors and subordinates, and in which the administrators' functions shifted in large measure from administrative regulation to co-ordination.¹²

However, the instance of Harvard University Libraries is a warning that the pull-and-haul between administrators and librarians or library administrators and other librarians may be resumed at any time. Last year a new Librarians' Assembly was formed at Harvard and an impressive article appeared detailing the agreement reached by librarians and the University;¹³ it was reprinted and made available to the profession. But shortly afterward the Harvard Assembly issued a protest at a discriminatory new pension plan that excludes new librarians from TIAA-CREF.¹⁴ Again this Spring the Assembly put out "a strong statement calling for reversal of administrative decisions which...threaten academic status for librarians."¹⁵

Likewise Edward G. Holley, president-elect of the American Library Association, has written concerning the summary of the Booz,

Allen & Hamilton case study of the Columbia University Libraries, that it "makes much of the restructuring of the Columbia library system and management-by-objectives technique," but he still doubts there will be real improvement as a result, for "a great deal of it sounds all too familiar."¹⁶ However, Holley's own Council on Library Resources Fellowship tour to various urban universities in 1972 made it clear to him that "whether management-oriented or faculty-oriented, university libraries are groping toward a method of decentralizing the power structure."¹⁷

Also sounding a skeptical note, H. William Axford declares that to achieve a "participatory environment" favorable to professional freedom, growth and productivity would require "a radical restructuring of the library, not just a cosmetic modification through a proliferation of committees and task forces." Those do not change the traditional bureaucratic power structure nor relationships between professionals, still pegged to their relative positions in the hierarchy. Yet it has been demonstrated in recent research that "the morale and productivity of the knowledge worker are highest where the amount of direct supervision is least." For that reason, whether librarians achieve faculty status or not, they will remain semi-professionals as long as they (even theoretically) "report to" a supervisor and are evaluated on performance in the "top-down" way suited to subprofessional staff. Axford adds, "This is an irony often pointed to by the established members of the faculty club."¹⁸

4. Modern organization theory. As Rowena Swanson states, organization theory now has two aspects, one related to the structure and function of organizations, the other concerned with human behavior in organizations.¹⁹ Only the second aspect is relevant to the position taken in this paper. The author reports two sets of assumptions about the behavior of people in organizations; in my abridgement they are:

Theory X: The average person dislikes to work and avoids doing it when he can. People must be coerced and threatened before they will work to achieve organizational objectives. The average person wants to be directed, to avoid responsibility; he has little ambition and merely likes to feel secure.

Theory Y: Physical and mental effort in work is natural to the human being, who will exert himself for objectives to which he is committed. He feels this commitment because of an expected reward of attaining his own objectives; when motivated he seeks responsibility. Many, not few, people possess the imagination, ingenuity and creativity for solving organizational problems. In modern life, the average person's mental ability is only partially utilized.²⁰

On the basis of Theory Y, working conditions can be so adjusted as to promote the goals of both workers and organizations. Abraham Maslow's categories of human needs also substantiate McGregor's Theory Y.²¹

Library managers are beginning to make conscious use of such understandings of human behavior. Studies of human problem-solving, for example, show that one inherently has a limited ability for information processing which can result in "an unanticipated response or attitude, an erroneous perception of alternatives, or an unrealistic evaluation of consequences." Hence cognitive skill requires aggregating one's bits of information into "chunks" by learning and recoding.²² Thus model building may be a type of chunking or recoding to simplify representations of complex reality, making it "more amenable to examination." Chunking also occurs when one identifies alternatives and consequences in problem-solving. As an application of this theory to a library problem, the author asks, What type of network would a given library want to develop or to join? The alternatives would be 1) consolidated (a central library with satellite units), 2) federated (a divisionalized structure with some central funding and policy-making), or 3) co-operative (an autonomous body making voluntary acts of agreement). Consequences of a choice among these alternatives might range from hostility to jealousy, disinterest or acceptance. In such a situation, human limitations point to a need for reduced complexity that could be gained by routinizing decisions, by anticipating the volume of information flow, by other patterns of simplification and more effective use of the information in hand.²³

While "modern technologies and refined management techniques" already enable other organizations to zoom ahead, library systems have moved more slowly, with no appreciable enlargement of goals.

However, preservation of the status quo in a rapidly changing environment dictates obsolescence, not only of the organization but also of the people who remain in the organization.²⁴

For the future, if libraries want to take up a more active program of identifying and meeting readers' needs, they must develop new staff specializations, team performance, "perception and flexibility in interpersonal communication, and extensive, distributed management skill." While more active environments may impose new demands for which many librarians lack preparation or experience, yet "existing innovations show that librarians 'turn on' and adapt to changes they understand and agree with."²⁵

5. A climate of trust. Edward Holley cites from John Hersey's Letter to the Alumni of Yale his text that society must strive to attain 1) a restoration of a sense of trust and 2) decentralization of power. He sees that the erosion of trust has affected not only government, the courts, the public schools and higher education, but also librarianship, and that this "applies especially to those who exercise leadership roles in libraries," where suspicion, discord and distrust increasingly confront supervisors at all levels. Those who have held administrative posts for a period of time now "find it increasingly difficult to fulfill such roles."²⁶ When posing a question about library organization while on his tour, Holley was surprised at the depth of feeling in a response from one departmental reference librarian in a large

university who said harshly,

Nothing is going to change the way libraries are managed until head librarians cease having contempt for their staffs. You can have any kind of organization you want, you can draw nice charts, but until the head librarians respect their staffs, it won't make any difference.

Holley tried to mollify this librarian and to argue with his opinion of directors (since he himself was one), but then he remembered that attitudes of some of his director acquaintances might justify such an outburst. At any rate, in the course of his interviews at other libraries he saw that often "contempt from the director has been repaid by the staff," and that resentment has seriously affected the operation of a great many libraries, public and academic, large and small.²⁷ Some dissident staff members are thinking about unionization, but that would not finally offer what they most want. In general, the breakdown in mutual trust has had a bad effect on total staff performance. Holley counsels that at a time of change-over in administration, new directors "had either better be prepared to spend enormous quantities of time listening to and working with the staff...or they had better set up machinery for good arbitration and bargaining procedures."²⁸

Conclusion. These snippets from library literature on 1) conflict, 2) alternative personnel administration patterns, 3) clash in authority claims of librarians, 4) new theory about people in organizations and 5) a prevalent atmosphere of distrust in libraries, all combine to insist that personnel issues ought to be made the paramount concern in administration of theological as well as university libraries, at least for some time. Then, if we could ever once get theological librarians working together wholeheartedly in an unfeigned peer relationship, nothing else at all in our libraries would be too hard to accomplish!

Footnotes

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3. Ibid., 254-59.
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7. Roger Horn, "The Divine Right of Kings," American Libraries 2 (June 1971), 625. (Mr. Horn is Reference Librarian and Bibliographer, Clarion State College, Clarion, Penna.)

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12. Ibid., 328.
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14. Library Journal 98 (September 1, 1973), 2377.
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22. Swanson, op. cit., 361, citing George A. Miller, "The Magical Number Seven, Plus or Minus Two: Some Limits on Our Capacity for Processing Information," Psychological Review 63, no. 2 (March 1956), 81-97.
23. Swanson, loc. cit., citing Andrew Geddes, "Managing Systems," RQ 9, no. 3 (Spring 1970), 207-13. Also: Edward N. Howard, "Toward PPBS in the Public Library," American Libraries 2, no. 4 (April 1971), 386-93.
24. Swanson, op. cit., 362, citing Kenneth R. Shaffer, "Library Systems: Tough Times Ahead?" Library Journal 96, no. 13 (July 1971), 2263-2265.

25. Swanson, loc. cit.
26. Holley, op. cit., 35-36.
27. Ibid., 36-37.
28. Ibid., 37-39.

THE READING AND LIBRARY HABITS OF CONNECTICUT PASTORS

by
Duncan Brockway

[A condensation for the Proceedings by the Editor.
The full text and tabulations are available by writing the Executive
Secretary.]

Hartford Seminary Foundation now devotes the majority of its time and resources to its new Church and Ministry Program, which is committed to working with churches and their leaders for professional development and parish renewal. With the exception of M.A. and Ph.D. programs in Islamics, all other programs have been discontinued. With the shift in emphasis the clientele of Case Memorial Library will shift from students who come to the library to pastors and laity too far distant to use it in person.

In order to obtain some clues for reaching these people Charles Stewart, a 1974 M.Div. student at the seminary, prepared a questionnaire on the reading and library habits of pastors in Connecticut churches. Unable to discover a mailing list, 1500 questionnaires were mailed to pastors located through the yellow pages of telephone books across the state. 256 usable replies were received. Due to the illness of Mr. Stewart, the author transferred the data onto notched cards and tabulated some information. Tabulations were made for those engaged in a long term project and those who were not as well as for the total group.

Background information questions indicated that fewer than 12% were not sole pastor or senior pastor. Seventy percent held the B.D. as their highest degree although 16% held the S.T.M. and 10.5% an M.A. Apart from the 28% who had an aggregate of more than 25 years in the ministry, the years of service spread quite evenly from one to 24 years; but more than half the total men had spent no more than six years in their present congregation. Again, half the men served suburban congregations, nearly a quarter served urban residential areas while the remainder were divided between rural and urban inner city situations. Denominational representation ranged from 30% United Church of Christ, in order through Episcopalians, Baptists and Methodists in the teens to small percentages of Lutherans, Roman Catholics, Presbyterians and Pentecostals.

Questions about reading habits revealed that 43% spend 3-6 hours weekly in reading, another 35% spend 7-12 hours, while 13.5% spend even more.

When asked how many books were read or consulted during an average week 16% indicated two or three, 36% consulted four to six, another 22% consulted seven to nine, and 19% consulted ten or more.

The use of particular types of audio-visual materials found personally helpful showed 60% responding favorably to cassette tapes, approximately half for phonograph records, nearly a quarter for films and again for slides and filmstrips, and under 4% for video tapes. When queried about audio-visuals used in church programs nearly three quarters replied affirmatively to films, filmstrips and slides, and nearly half to cassette tapes and phonograph records, and 7.5% for video tapes.

The preparation of sermons was the most important reason for reading listed by half the respondents. Nearly tied for second place were "to keep up with current affairs" and for personal growth and devotions. Another 10% indicated academic or long-term study reasons while all others, including counselling, youth work, administration, leisure and religious education, trailed the list.

The question, How do you decide specific reading matter, elicited the following:

- (1) Make selections from book lists, bibliographies, etc. 45%
- (2) Make selections from book reviews 67%
- (3) Make selections from citations and footnotes 24.5%
- (4) Use various subject indexes 20%
- (5) Follow required or recommended reading lists 15%
- (6) Get suggestions from friends and associates 70%
- (7) Just browse around 67%

Nearly two-thirds characterized themselves as generally doing a lot of skimming; nearly half do a lot of meditative, devotional reading; a third do a lot of in-depth researching; and 10% said they don't have much time to read.

For the way most material was obtained 22% indicated subscriptions, memberships and bookclubs; 28% denominational or seminary bookshops, other bookshops 13%, while 20% own or borrow from friends. Surprisingly public libraries outranked by a percentage point a conglomerate of university, seminary and college libraries, with 12% and 11% respectively, although another 2.7% indicated Case Memorial Library specifically. Denominational mailings are cited by another 9.4% while newstands and other sources are negligible.

Although 5.5% indicated using some library facilities several times weekly, the usage by others spread almost evenly among monthly, weekly, bi-weekly, quarterly, annually and nil categories.

Fewer than half believed the rising costs of books is forcing them to turn to libraries more often.

One question asks, "For what reasons do you usually utilize library facilities?" To which 30% replied magazines and journals not easily found elsewhere and 19% checked "to read

magazines and journals for specific reference." 46.5% use the reference works, 60% obtain books for professional or academic use and 33% obtain recreational reading there.

From this sampling of tabulations we conclude that Case Memorial Library will have to go to the pastors if it expects to serve Connecticut clergy. Ways must be devised so that CML fits into their network of friends and associates who give them hints on what to read. If currently produced material is to be used, it must be presented so that it can be quickly read and comprehended. In order for libraries to become a higher priority for pastors their modes of operation must fit the pastor's mode. Libraries have the challenge of becoming mobile and flexible so that their usage and value may increase.

ATLA AND THE PUBLICATION OF A JOURNAL

(A Condensation of Glenn R. Wittig's Compilation
of Responses to the Committee's Questionnaire)

Because only 72 responses were received from a mailing of 510 copies of the Newsletter containing the questionnaire (14% return), the following compilations cannot be considered as valid indicators of the thinking of ATLA members as a whole. Yet the responses are indicative of the thinking of a self-selected sampling of the membership. Arguments pro and con were presented which have enabled the committee to reach its recommendations.

Question 1: Do we as theological librarians need an outlet (e.g., a journal) for publications related to our own interests?
Total responses: 70.

38 affirmative, plus two qualified affirmations - 57%
19 negative, 3 qualified negative (31%), and 4 responses with negative context.
3 undecided; 5 blank, and 1 context undecided - 11%

Question 3: If your answer to #1 was "yes" should ATLA proceed to sponsor a professional journal to fill this need?
40 responses.

36 affirmative, 1 qualified affirmative; 2 negative and 1 blank. Despite the overwhelming favorable response to this question, it should be recognized that this "pro" group represents only 7% of the persons who received questionnaires.

Question 2: If your answer to #1 was "no" is there already, in your estimation, a satisfactory source for publications pertaining to theological librarianship? Responses: 22.

16 affirmative; 2 negative, plus one qualified negative;
1 blank, plus 2 blank but with comments.
Comments: (a) No, but I think besides the Newsletter there are journals that would take articles; (b) I am confident that respectable work by ATLA members can be published in existing library science or religious journals. ATLA should probably not consider such an undertaking unless members can demonstrate manuscripts that have been refused in other journals; (c) I would hope that negotiations with Theological Education would make it possible to publish in that journal. This would enhance communication with theological seminary administration and faculties. Additional pages in a journal would cost less and be more effective than a new journal.

The following titles were listed specifically as outlets for publishing by ATLA personnel. The frequency is listed in brackets. ATLA Newsletter [10]; ATLA Proceedings [2]; Theological Education [6]; College and Research Libraries [5]; Library Resources and Technical Services [3]; CSR Bulletin [2]; Church History (for bibliographies)[2]; Library Journal [2]; American Archivist [1]; American

Libraries [1]; Catholic Library World [1]; Journal of Librarianship [1]; Journal of Library Automation [1]; Library Trends [1]; RQ [1]; Special Libraries [1].

Question 4: To procure an estimate of the potential input for a professional journal addressed to the concerns of theological librarians, please list your writings (e.g., essay, bibliography, review) published during the past five years. Responses: "Something" - 27; "None" - 16; Blank - 27.

However, not all listed writings could be classified as "published"; a closer look revealed a total of 23 authors when reviews were included, and 19 excluding reviews. Within a five year span only a third of this group of 70 could acknowledge the publication of some form of writing. Per annum the output would be lower still. The incidence of persons publishing more than a single article during their professional careers is also low. An analysis of types of publications from the responses indicated 9 monographs, 20+ essays, 10+ bibliographies and 2 indexes.

A corollary study of publications was made on a randomly selected group of ATLA members to provide a check on the validity of these responses. A 25% sample was originally selected from the full members listed in the 1972 Proceedings. The retired members thus chosen were removed leaving 59 names. These names were then searched in Library Literature, Index to Religious Periodical Literature, Catholic Periodical and Literature Index and indexes to the ATLA Newsletter and Proceedings for the five year period 1968-1972. Located were 16 authors, 5 editors and one translator. Four of the editors were also authors as was the translator. Their products were 5 monographs, 3 translations, 23 essays, and one bibliography.

The percentage of authors was the same for the questionnaire and the search. The significant difference was that fewer authors had more than one publication in the search.

Question 5: If a journal concerning theological librarianship had been available, would you have considered it as an outlet for any of your writings listed above?

	Yes	No	Maybe	Blank	Total
Authors	12	9	1	2	24
All Others	9	2	1	34	46
Totals	21	11	2	36	70

The results of this question did not encourage the establishment of a journal. Accompanying notations indicated that some products were written in other fields or were otherwise not appropriate for such a journal.

In space provided for comments regarding the potential for an ATLA journal 45 respondents replied. While the raw data seems to

support the establishment of a journal, the collective strength of the comments voicing a variety of reservations demanded serious re-considerations.

The first category of the responses centered on the number of extant channels and the financial burden necessary to establish a new journal.

The second grouping centered on the uniqueness of theological librarianship and the accompanying need for publication outlets. Its kinship with the full spectrum of librarianship, especially college and university librarianship, was cited. There was the question of being too parochial or relating to general librarianship.

With divided opinions on the receptivity of existing library journals to theological librarianship matters and religious journals being open to library bibliographic items another study was made. To determine the number of religiously oriented items in library journals a five year examination (1968-1972) was made using College and Research Libraries (CRL), Library Journal (LJ), Library Quarterly (LQ), Library Resources and Technical Services (LRTS), and Wilson Library Bulletin (WLB). Joined to this to examine the library-bibliographic items and ATLA authors in religious journals the following journals were examined for the same five year period: Theological Education, Church History, Journal of the American Academy of Religion (JAAR), Journal of Biblical Literature (JBL), and Religion in Life (RiL).

TABLE II

<u>Periodical</u>	<u>Major Articles</u>	<u>Library Bibliographical Items</u>	<u>%</u>	<u>ATLA Authored Items</u>	<u>%</u>
CRL	246	2	0.8	4	1.6
LJ	466	0	0	1	0.2
LQ	146	1	0.7	0	0
LRTS	304	2	0.7	3	1.0
WLB	440	2	0.4	1	0.2
JAAR	118	5	4.2	0	0
Ch.Hist.	135	17	12.6	0	0
JBL	173	7	4.0	0	0
RiL	205	3	1.5	0	0
Theo.Ed.	217	28	12.9	16	7.4

It is impossible to determine why the results are so sparse. It is probably a sparsity of material rather than the reluctance of the journals to publish them. None of the ATLA authored articles in library journals dealt with religiously oriented materials. All were on general library management or technical concerns. It should be noted then none of the 17 articles in Church History were by ATLA personnel. Theological Education has been the best ATLA outlet. It must be noted that for several years a regular series was devoted to librarians as well as an entire issue in 1969. All articles in TE had been commissioned; none were freely submitted.

Another group of comments revealed considerable misunderstanding, or uncertainty, on the part of the respondents regarding the content of the two Association publications (Newsletter and Proceedings) now in existence. When asked to name "a satisfactory source for publications pertaining to theological librarianship" 10 persons cited the Newsletter, and two cited the Proceedings. Several comments are illustrative of the misunderstanding: "Mr. Farris (Editor of the Newsletter) does print articles whenever submitted to him"; "ATLA Newsletter is already publishing many articles of interest to theological librarianship (especially subject headings). Could it not be expanded when materials are available?" and "...a regular journal would be less cumbersome than the Newsletter, could contain much of the same material, and could also be an outlet for scholars, essays, etc."

Persons making these remarks are either unaware of, or simply overlook, the fact that (1) the Newsletter was not originally designed to provide an outlet for research reports and essays; it was not intended to serve as a journal; (2) the Editor only reluctantly accepted such fuller length writings (usually appearing as Supplements) because there seemed to be few other outlets for such works (the Board of Directors, or the Executive Committee, as it was known at the time, had never granted the Editor blanket permission to publish longer scholarly essays; permission has only been granted on a per item basis); (3) the Editor has declared a moratorium on the publication of research essays submitted to him until such a time as this issue of journal publication can be resolved; and (4) a newsletter does not necessarily become a journal by the mere change of name.

The following is a comment regarding the Proceedings: "We have in the Proceedings a readily available place to publish papers on theological librarianship. We fill it with pseudo-theology that belongs elsewhere..." The latter portion of the remark may contain some validity; some of the material published in the Proceedings may well belong somewhere else, meaning it should not have been presented to the Association. The remark may be a bit harsh. Since we are tradesmen in library/information science and religious studies, it is necessary to recognize what takes place in each area and how one relates to the other. Cross-disciplinary studies are helpful and needed from time to time.

Still the point to be made from this comment is that the Proceedings is indeed a proper place to publish scholarly papers and research reports on theological librarianship. It is proper to the degree that the annual conferences can and should provide the time and place for the presentation of papers from the membership; there should be a forum by which research results or philosophical or methodological positions could be presented, tested, defended, and published. To the extent that this has not always been the case during previous conferences, it could be said that the Association has been negligent in its task of fostering professionalism, in not providing a climate that promotes research, writing, and publication. Only within the past several years has there been a

"call for papers," but if it were to be continued the Association could begin to see a lively exchange of ideas, as well as a heightened sense of professionalism. The papers could appear in the Proceedings as was the case for last year's workshop presentations. Should this become too voluminous abstracts of the papers could then serve as a substitute presentation in the Proceedings. But in no case would either format ever restrict a member from seeking publication for a solid piece of work in a source outside the Proceedings.

The largest group of comments was concerned with the volume of material available for publication in a journal. Recognizing that publication success "seems to depend on the amount of writing being done," several members questioned whether sufficient material is available. It was suggested that the narrowness of the field posits early exhaustion of topics. One member replied with the reminder that "to some extent a journal in existence generates its own input." Perhaps the association has not sufficiently encouraged its membership toward research and publication. It should continue its call for papers at annual conferences to serve as the needed stimulant to arouse the members to conduct research and share it with others. Then would be the more appropriate time to consider publishing an association sponsored journal. It was suggested as another alternative that the association explore involvement in other journals. The image of theological librarianship would improve if librarians made their mark by publishing in existing academic journals. Since Theological Education reaches administrators and faculty at all theological seminaries, it may be more appropriate to allow theological librarians to address the more inclusive theological community than to restrict them to their own kind.

In summary, the following points can be reiterated: (1) The questionnaire response was too small to interpret results confidently, but the comments shed considerable light on the subject; (2) Pertinent and pungent reservations counter-balanced a positive tabulation of data; (3) The publication output of ATLA members is low; (4) Nine of ten selected library and religious journals published at least one religiously oriented library-bibliographical item during a recent five year span; (5) With the exception of articles in Theological Education ATLA members write most frequently about general library service topics; (6) Many members misunderstand the functions served by the present association publications, particularly the Newsletter; (7) Alternatives to sponsoring/publishing a journal specifically addressed to theological librarianship can be suggested, chief of which are the fostering of more papers at the annual conferences and negotiation with the editor of Theological Education for incorporation of pertinent material.

PART V

APPENDIX

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AMERICAN THEOLOGICAL LIBRARY ASSOCIATION

Members as of January 2, 1975
 (* Indicates attendance at 1974 Conference)

HONORARY MEMBERS

Allenson, Alec R., 635 East Ogden Avenue, Naperville, Ill. 60540
 Brinkley, Cosby, Department of Photo-Duplication, University of
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 Hershey, Fred, 1015 Far Hills Ave., Dayton, Ohio 45419
 * Keil, Cynthia, Iliff School of Theology, 2233 South University
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 Lee, Francis S., 276 Nassau St., Princeton, New Jersey 08540
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 Sherer, Paul, 7 Amity Court, Chapel Hill, NC 27514
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 Vandegrift, Rev. J. Raymond, 329 W. 108th St., New York, NY 10025
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FULL MEMBERS

Abernathy, William, Ass't Librarian, Columbia Bible College, Box
 3122, Columbia, SC 29203
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 Baker, Mrs. Florence S., (retired), 153 Livingston St., New
 Haven, Connecticut 06511
 * Balz, Elizabeth L., Librarian, Evangelical Lutheran Theological
 Seminary, Capitol University, Columbus, Ohio 43209
 * Batsel, John David, Head Librarian, Garrett/Seabury-Western
 Theological Seminary, 2121 Sheridan Rd., Evanston, IL 60201
 Bertels, Rev. Henry J., S.J., Director of Library, Woodstock
 College, 637 W. 125th St., New York, NY 10027

- Bestul, Valborg (retired), 2383 Bourne Ave., St. Paul, Minn. 55108
 Boell, Margaret (retired), 212 Chestnut Ave., Jamaica Plain, MA 02130
- * Bollier, John A., Yale Divinity School Library, 409 Prospect St.,
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- * Booher, Harold H., Librarian, Episcopal Theological Seminary of the
 Southwest, P.O. Box 2247, Austin, Texas 78705
- Bothell, Larry L., Director of Library, Episcopal Divinity School,
 99 Brattle St., Cambridge, MA 02138
- * Bracewell, Rev. R. Grant, Librarian, (Victoria Univ. Library),
 Emmanuel College, 75 Queen's Park, Toronto, Ontario,
 Canada M5S 1K7
- Breaden, Richard P., Library Director, St. Joseph's Seminary,
 Corrigan Memorial Library, Yonkers, NY 10704
- * Bricker, George H., Librarian, Lancaster Theological Seminary,
 Lancaster, Pennsylvania 17603
- Brimm, Dr. Henry M. (retired), 3305 Gloucester Road, Richmond,
 Virginia 23227
- * Brockway, Duncan, Librarian, Case Memorial Library, Hartford
 Seminary Foundation, 55 Elizabeth St., Hartford, CT 06105
- Brown, Rev. Arthur E., Librarian, Maryknoll Seminary Library,
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- Bullock, Mrs. Frances E., 80 LaSalle St., Apt. 15E., New York,
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- * Camp, Thomas Edward, Librarian, The School of Theology Library,
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- * Campbell, Jerry, Assistant Librarian, Iliff School of Theology,
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- Cannom, Velma R. (retired), 219 Durham St., Cobourg, Ontario,
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- * Chen, David, Emory University Theology Library, 101 Theology
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- Chenery, Frederick L., Librarian, Aquinis-Dubuque Theological
 Libraries, 2570 Asbury Rd., Dubuque, Iowa 52001
- * Clark, Forrest Shelton, Librarian, Northern Baptist Theological
 Seminary, 100 W. Butterfield Rd., Oak Brook, IL 60521
- Clark, Dr. Robert M., (retired), 29 Maple St., Trenton, Ontario,
 Canada K8V 2A9
- * Constantino, Rev. Leo, Evangelical Theological Seminary, College
 and Seminary Library, 329 E. School Ave., Naperville,
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- Crabtree, Robert E., Librarian, Nazarene Theological Seminary,
 1700 E. Meyer Blvd., Kansas City, Missouri 64131
- Crawford, Elizabeth L. (retired), 155 Ewing St., Princeton, NJ 08540
- Crismon, Dr. Leo T., (retired), 404 Pleasant View, Louisville,
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- Dagan, Alice M. (retired), 1405 S. 11th Ave., Maywood, IL 60153
- * Daly, Rev. Simeon, Librarian, St. Meinrad School of Theology, Arch-
 abbey Library, St. Meinrad, IN 47577

- Daugherty, Francis R., Lancaster Theological Seminary, Lancaster
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- Davis, Rev. Clifton G., Librarian, Bangor Theological Seminary,
300 Union St., Bangor, Maine 04401
- * Day, Viola N., Yale Divinity School Library. Mail: 100 Westford
Drive, Southport, CT 06490
- * Dayton, Donald W., Director, Mellander Library, North Park Theo-
logical Seminary, 5125 North Spaulding Ave., Chicago, IL 60625
- Dearborn, Mrs. Josephine M., Assistant Librarian, Virginia Theo-
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- * Debusman, Dr. Paul M., Acquisitions Librarian, Southern Baptist
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