



Getting to the top

Alan Bundy's *Frontline* article (*InCite*, 10 June) raises a very interesting issue and thereby invites comment. The issue itself appears to be whether or not the qualifications required to direct, administer or manage a library should be revised.

Management skills are required not only at the top, but at every level and area of library operations. Therefore, the thesis that professional librarianship is not an essential prerequisite at the top implies that it can also be dispensed with at any other level of library administration.

Most professional librarians, after achieving their status, usually with wide-ranging education and experience in librarianship behind them, have demonstrated not only professional expertise, but also a proven capacity to undertake management responsibilities. For officers in charge of divisional, departmental or sectional operations, of whole libraries during rostered evening and week-end opening hours, of decentralised branch libraries or even of small independent libraries, competence in management, as well as librarianship is essential.

Generally, directors of libraries have been selected from upper echelons of professional librarians precisely on the basis of their potentials as top-level managers, while those who have not demonstrated such potentials, or choose not to aspire to greater responsibility, remain where they are.

Should a non-librarian, however capable or experienced as an administrator, be appointed director of a library, he/she would necessarily have to concede all authority in professional matters to subordinate staff. Such an anomalous and also embarrassing accommodation would surely be deemed inadvisable in the likely event of a professional librarian of equal competence in administration being available to occupy the position.

Any suggestion that the normal position of administrator-librarian is inevitably downgraded by its librarianship content, is clearly allowing the depreciation of our profession by an uninformed public to continue unabated. It is this witless view of librarianship which is the problem rather than any shortage of capable administrator-librarians. Surely it is more logical to contend that normally the position of library-administrator is downgraded only if it is occupied by a person who is not also a qualified librarian.

Axel Lodewycks

Experience essential

I would like to bring to the attention of the profession in general, and employers and chief librarians in particular, a matter which is causing considerable hardship to some of our newest colleagues. This is the great difficulty being experienced by newly qualified librarians, with little or no library experience, in gaining their first professional jobs.

Recently in Melbourne two libraries advertised in *The Age* for staff, one for a library assis-

tant, and the other for a library technician. Among the applicants for the library assistant's positions were two new graduates with Masters degrees in librarianship, but no work experience, while two library technicians and 18 librarians applied for the library technician's position. Obviously librarians would prefer to apply for professional jobs, but are trying for anything which may give them library experience.

I believe this is a very sad situation. We have interviewed and counselled many new but inexperienced librarians and find they are desperate for a chance to practise the skills to which they were briefly introduced in their courses. They find, however, that jobs advertised at Librarian I level attract many applicants, and most frequently go to librarians with considerable experience. How are the new graduates then to gain the skills with which to compete for these jobs?

In difficult times it is easy to understand the temptation of employers to take on staff who can be productive immediately, but where are the new skilled acquisitions and reference librarians and cataloguers to come from if no one is prepared to train them?

Some other questions which come to mind are: Are we training more librarians than the market needs?; Are there too many courses and schools of librarianship?; Should work experience become an integral part of the professional courses, as is the case with library technician and some engineering 'sandwich' courses?; Do we know what the personnel needs of our profession are?; Are students doing Masters or Ph.D. degrees in Librarianship encouraged to do practical research which could supply some solid data on these questions? Perhaps some of these questions could be considered at the Libraries Summit?

Jennifer Evans

Director

Freelance Library and Information Services

Getting serious about serials

Near the beginning of data collection for the first edition of the *Directory of Australian Directories* (DAD) I was asked what it could contain that wasn't already covered by *Australian Serials in Print* (ASIP), to which I could then answer only that not all directories are serials. But since then I have had the occasion to look somewhat more closely at the coverage afforded by ASIP, and it would appear that it does not adequately cover even those directories which are serials.

I extracted from the DAD database those directories included in the first (1987) edition for which an ISSN was known; there were 176. I then manually searched the 4th (1986) edition of ASIP to ascertain how many of the DAD titles were listed in it, and I could find only 60 of them (34 percent coverage). However, 23 of the 116 not listed are government publications. These are specifically excluded from ASIP apart from 'major serials generally available to the public'; it could be argued that at least some of those 23 are 'major serials' — I would classify titles such as *Australian Education Directory*, *Australian Recreation Directory*, *Australian Sports Directory*, *Rural Industry Directory* and the *Victorian Women's Handbook* (all excluded) as 'major serials' in the absence of a clearer definition. Even discounting these 23 however, gives a coverage of only 60 out of 153 (40 percent coverage).

The 93 DAD titles not listed in ASIP include a number of what in my opinion are significant reference resources; titles such as *Australian Agricultural Yearbook*, *Australian Investment Guide*, *Australian Coal Yearbook*, *Australian*

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International Meeting on Research in Information Studies (IMRIS 1)

Monday 5 September, 1988
Gazebo Hotel
Elizabeth Bay, Sydney

One-day seminar sponsored by IFLA's Section on Library Theory and Research:

- to share international perspectives on problems, methods and performance measurement;
- to explore theoretical issues;
- to negotiate practical future co-operation and interchange.

Cost: \$Aus.50.00 (includes lunch and teas). **Register as soon as possible — places limited to 40 participants.**

Contact: Carmel Maguire or Patricia Willard, School of Librarianship, PO Box 1, Kensington NSW 2033. (02) 697 3440.

AMERICAN MEDICAL LIBRARY ASSOCIATION

CONTINUING EDUCATION COURSES

In conjunction with the IFLA Section of Biological and Medical Sciences Libraries and the Medical Libraries Section (NSW) of the LAA, the Biomedical Library, University of New South Wales, is organising three (3) Continuing Education (CE) Courses for the American Medical Library Association (MLA).

The Courses are:

CE112 — Collection Development and Use
CE310 — Drug and Pharmaceutical Information Resources
CE454 — Oncology: Concepts and Resources

Date: 31 August 1988

Time: 9.00am–5.00pm

Venue: University of New South Wales School of Librarianship (details to be announced later)

Fee: \$170 (Aust) or \$120 (US). Payable by cheque made out to the Biomedical Library, University of New South Wales.

Contact: Ms Monica Davis, Biomedical Librarian University of New South Wales, PO Box 1 Kensington NSW 2033, Australia. Phone: (02) 697 2663; Fax No.: (02) 662 1203.

Bookings should reach the Biomedical Library by 31 July 1988. Payment of fee in advance is essential to confirm your place in any of these courses. Maximum of 40 places per course.

Correction

In the 'Feedback' section of *InCite* No 9, page 3, the phone number area code for the Special Libraries Promotion Task Force was incorrectly cited. The number is (08) 218 7250.

CSIRO Review

Implementation of the CSIRO Board's decisions on the CSIRO Library and Information Services Task Force report and the Pappas, Carter, Evans and Koop (PCEK) Review of Corporate Services Department is now proceeding. It should result in a Corporate Centre with a stronger policy, advising and co-ordinating role.

The recommendation of the task force, which agreed with the underlying philosophy of the PCEK review and which endorsed the levels of operation recommended in that review, have been referred by the Chief Executive, Dr N.K. Boardman, to the Assistant General Manager, Information Services Unit (ISU), for further examination. A report on the ISU service levels is to be presented to the July executive committee meeting. A review of the site libraries is planned for the latter half of 1988.

The functions of the former Bureau of Scientific Services have largely been subsumed by two new groups, the ISU and the Public Affairs Branch. Responsibility for all corporate computer systems: operations and design, including CSIRO Library Network System (CLINES) and Australis, now reside with the Corporate Services' Management Information Service.

The Corporate Services Department includes: Library Services, Databases and Information Retrieval, Editorial Services; regional information offices, communications — institute support (rural research, Ecos and Index Res — News); the National Information Network and Film and Video Centre. The need to take account of shrinking budgets and the restructuring of CSIRO has required a re-ordering of priorities for the allocation of appropriation funds. This will lead to the devolution of some services to divisions, and the need to achieve higher levels of cost recovery for other services such as publishing, Australis, database production and document supply.

The final shape of library and information services throughout CSIRO will not be known until the library services on the CSIRO divisional sites have been reviewed. This is expected to be completed by the end of 1988.

Jim Lumbers
Assistant General Manager
Information Services Unit

Australian Libraries: The Essential Directory

First edition July 1988

- Essential up-to-date details of all Academic, Public, Special and Joint use Libraries, Library suppliers, Consultants, Databases, Associations, Library schools, Journals etc.
- Essential for Library administrators, Interlibrary loans, Branch libraries, Acquisitions and Serials Librarians, Reference collections etc.

Only \$16 plus \$3 p & p

Auslib Press
PO Box 622 Blackwood SA 5051

ALED 88

Don't forget that **Local Studies Collections: guidelines and subject headings for organising and indexing resources** by John Flint and Anne Berry is back in stock. Available from LAA Head Office for \$18 members; \$25 non-members (plus \$2 postage).

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Schools Guide, Australian Wine Guide, Directory of Australian Composers, Directory of Australian Databases, Directory of Australian Music Organisations, Green Pages, Ozarts, Register of Freelance Publishing Services and Technology Directory are just some examples of those excluded.

It is reiterated that the comparison was conducted only on established serials having an ISSN (that is those which would have been listed in Australian National Bibliography). I deliberately excluded a comparison of the coverage of 379 DAD titles which do not have a known ISSN, given the insubstantial and ephemeral nature of some of these.

This comparison indicated major deficiencies in the coverage afforded by ASIP in this particular field (directories); I cannot comment on other areas. However, I would add an observation that the subject classification scheme used by ASIP appears to be generally inadequate and inconsistently applied.

The paucity of coverage highlights, in my opinion, an example indicating a requirement for more effort to be directed and a more professional approach to be taken by librarians in general, and by the LAA in particular, to the raising of the quality of bibliographic tools and resources available for Australian library and information work.

Ralph S. Reid.

FOR SALE

BACK ISSUES OF NEWSPAPERS ON MICROFILM

Bulletin	1.7.80-25.12.84	\$216.00
Australian	1.7.83-31.12.84	\$224.00
Australian Financial Review	1.7.80-31.12.84	\$677.00
National Times Canberra	6.7.80-28.12.84	\$220.00
Times	1.7.80-31.12.84	\$375.00
Sydney Morning Herald	1.7.80-31.12.84	\$690.00

Reels have hardly been used.

Prices are 50 per cent off current purchase price for back issues.

Contact: Mary Schmidt or Maureen Ward
(02) 287 2274 New South Wales Teachers Federation Library.

IFLA /LAA Conference

Publishing House Visit

Would you like to visit a publisher's warehouse, showroom and office complex — all in one unit?

Buses will leave the University of NSW at 5.30 pm on 1 September to visit the Harcourt Brace Jovanovich Group premises nearby. For your enjoyment there will be an abundance of cocktails as well as books. Return transport will be provided from 7.00 pm. To register, contact Anna Smith (02) 517 8999 or register at the HBJ stand at the Conference.

Snap up your copy of David Jones' *Source Book* at the special pre-publication price of \$18 members and \$27 non-members including postage. Source at your fingertips! Send in your cheque to LAA Head Office, 376 Jones Street, Ultimo NSW 2007.



LAA STUDY GRANT AWARDS FOR 1989

The Library Association of Australia will make funds available each year to support practising librarians wishing to undertake a study project. The number of awards in any year will depend upon the funds available and the estimated costs of proposals received.

The Association's intention in offering study grants is to provide an opportunity for librarians to undertake projects they would otherwise be unable to do because of the time and costs involved.

Conditions

- Available to a practising librarian in a supervisory or middle management position, with a minimum of three years' experience in library and information work.

- For the purpose of undertaking a study program on a selected library/information issue or problem of present and future relevance to the development and improvement of library and information services in Australia.

- The study may include opportunity for preliminary work, local or overseas visits/consultations, attachment to another organisation, preparation of a publication, further educational qualifications.

- The study is to culminate in a written report presented in two parts:

(i) a summary of the report, accompanied by a photograph of the author, suitable for publication in *InCite*, and

(ii) a comprehensive report, presented in a form suitable for publication as a journal article, which should be forwarded to the LAA within four months of the project's culmination.

- A follow-up report is to be provided to the LAA by the recipient showing how the outcomes of the project have been applied to the benefit of the individual, institution and broader professional base. This is due 12 months after the project's completion.

- It is expected that the study project will provide an opportunity for self development as well as benefit to the successful applicant's institution and present position. **The award is not intended to be used to fund research projects.**

Applicants should complete an application which gives:

- A brief description of the study project, including aims; benefits to the individual and to the institution; possible outcomes of a project.

- Identification and reasons for choice of particular institutions, persons or activities.

- Itinerary, timetable, travel/accommodation costs involved.

- Details of any other funds or facilities being provided for the study project.

- A curriculum vitae.

- 2 referees' reports.

Applicants must be financial members of the LAA.

Application forms are available from LAA House and applications for an award in 1989 should reach the Assistant Executive Director, LAA House, 376 Jones Street, Ultimo NSW 2007 by **1 September 1988.**

Acquisitions/Cataloguers Sections Meeting

AUTOMATION & ORGANISATIONAL CHANGE IN TECHNICAL SERVICES

July 25th 6pm

STATE LIBRARY NSW
Seminar Room 1 Level 11

Contact: Paul Wilkins (02)697 2633