

# INULA

QUARTERLY PUBLICATION OF THE INDIANA UNIVERSITY  
LIBRARIANS ASSOCIATION

July 1975

Volume 6, No. 2

## ELECTION RESULTS

President: Marty Joachim  
Vice President; Rita Lichtenberg  
Secretary: Ann Beltran  
Treasurer: Lois Lehman  
Member at large: Judi Singleton

## INDIANA LIBRARY ASSOCIATION-- TECHNICAL SERVICES ROUNDTABLE CONFERENCE, October 24, 1975

The ILA-TSR has planned a one day conference at IUPUI on October 24, 1975. Mark your calendars! Although the conference will be slanted toward technical services, it will be pertinent to all librarians as managers and administrators. Flexibility in scheduling will provide several programs in personnel management, budgeting, and library systems. Options are being planned to approach these problems from the point of view of both large and small departments. InCoLSA will bring everyone up to date on the efforts to link Indiana into a statewide network. The registration fee is \$3; there will be no formal lunch. For further information, see Larry Griffin, RCL, Technical Services.

## OBSERVATIONS FROM THE CHAIR

1974/75 activities have reflected the continuation and enhancement of various traditions which have evolved since InULA's inception in 1969.

During its first year, "Scoop Sheet" and National Library Week activities were initiated. A major objective of 1974/75 was to change the focus of "Scoop Sheet" and begin a "Quarterly" to include papers of general professional interest and updates on InULA activities. The first "Quarterly" was issued in Spring, 1975.

National Library Week began primarily as a book sale and an evening music program.\* By 1972 the art sale was added, and in 1974 the plant sale. All efforts have been to raise scholarship monies. The first InULA scholarship was given in Spring, 1973, and up to the present 6 students have received awards. The major portion of the scholarship endowment has now been established, so beginning in 1975/76 25% of NLW proceeds will go toward the endowment. Now that expanded use of this

---

\*This project was conceived one evening at dinner at Ruth Beasley's home, with Lois Heiser and Julie Nilson.

money is planned, InULA's tax status must be established--an area to which the 1974/75 Executive Board addressed itself, and offered recommendations to the 1975/76 Board.

As in previous years, 1974/75 included programs focusing on topics of concern to IU librarians (MRAP at Purdue and collective bargaining); However scheduling was reduced to one fall and one spring program with combined business meetings. Each of these meetings was well attended and we have been encouraged to continue this format--a recommendation made to future Executive Boards. Of course we still held our annual spring business meeting as mandated in the InULA constitution.

Initiated in 1973/74, the workshop concept for continuing education has now become an annual InULA event. Although greatly expanded to include speakers drawn from local, state, and national levels, the 1975 conference was held for a minimum registration fee to keep the program economically feasible, especially for those who are middle and first-line managers and supervisors in libraries--an objective to which we hope InULA can adhere in the future.

As InULA has evolved and as IU librarians have benefitted from the recent implementation of library faculty status (the primary goal of the organization when founded), InULA has begun to turn its attention to providing opportunities for continuing education and professional growth. In concert with this objective, our constitution was amended in 1974/75 to make such opportunities one of the primary purposes of the organization.

We also expanded our regular membership to include library administrators and associate membership to include master's students in GLS.

I extend my thanks and appreciation to all who have helped to make 1974/75 a successful effort in promoting the activities of InULA and in maintaining it as a viable organization for IU librarians. I look forward to next year!

Betty Jo Irvine  
InULA President  
1974/75

#### WORKSHOP REPORT

"People Relations in Libraries" was the theme of InULA's second annual continuing education conference May 30-31, held in the Graduate Library School on the Bloomington campus. Some 60 librarians and staff members attended, representing public, special, and academic libraries throughout Indiana. The theme of personnel management was chosen by this year's Committee for Continuing Education as a result of a survey conducted last fall to determine topics of concern to IU librarians.

The keynote speaker was Diane Herker, Instructor of Management at Oakland University, Rochester, Mich. Her topic was "Problems of Personnel in Professional Bureaucracies: the Library as a Workplace." She discussed a number of personnel problems: lack of responsiveness, ill-defined authority, stereotyping, and sexism in library administration.

A panel brought the problems

clearly into focus by sharing observations and situations from local libraries. Panel members were Miriam Drake and Jan Baaske from Purdue, Jo Chapale from the I.U. Medical Library, Sally Hunt of Monroe County Public Library, and Dr. Calvin Boyer, GLS faculty member. Carolyn Snyder, I.U. Personnel Librarian, served as moderator.

The Friday afternoon and Saturday sessions were centered on ways to respond effectively to and rectify the problems which had been brought up in the morning session. An introduction to Assertive Training centered on the "I" in personal relations. Dr. William Chestnut and Dr. Rosemary Burr of the Counseling and Psychological Services Center used an informal lecture, videotaped illustrations, small group demonstrations, and large group critiques to point out the differences among non-assertive, assertive, and aggressive behavior.

Saturday morning the group moved from the "I" to the "You" as Sheila Greth, Staff Development Coordinator at the Columbia University Libraries, conducted a session on "Working Relationships in the Library". She dealt with the working environment, good communications, and packaging the message.

The closing address by Lila Brady, Assistant Director of the Indiana State Library, moved the conferees to "They" relations in libraries. In discussing "The Relationship of the Library to its Users and Publics" she reminded librarians to consider their relationship to those who don't use the library now.

An evaluation filled in by participants (42 returns) indicated that the conference had been valuable, well organized, interesting, relevant, and

"lots of fun." The informality and personal involvement of the sessions were especially appreciated.

Tapes of the major speeches are available until the end of the summer session in mid-August. They may be checked out from the GLS library.

Lois Lehman  
Chairman

#### OTHER COMMITTEE REPORTS

##### Constitution Committee:

During the winter, Rebecca Dixon left the organization, and Charr Skirvin was appointed chairperson for the remainder of the year. At the request of the Executive Board, the Committee formulated and presented several amendments to the Constitution and two changes in the By-Laws. After some discussion and input by the membership, the amendments and changes were voted upon and accepted with the exception of the deletion of the By-Law concerning the Grievance Committee.

Charr Skirvin

##### National Library Week Committee

The profit from this year's sale is \$2800. The chairpersons enjoyed their job, but hope next year more people will participate in running the sale, especially InULA members. Next year InULA can choose the week it prefers, since there will be no national date. The committee suggests trying to measure the impact NLW has

upon the community. For the plant sale, a contract can be made in Nov. to have a greenhouse start the plants.

Jim Greaves

Program Committee:

There were fewer programs this year with better attendance at each. The committee purchased cheese boards and knives for the Association.

Nancy Gridland

Publications Committee:

Lois Heiser organized the first issue of the Quarterly. Judi Singleton will do the second in July. The committee needs feedback and contributions from the members to make the Quarterly worth while.

Membership Committee:

Mark Day reported that the committee had made a concentrated effort to contact all librarians in the system with personal follow-up when there was no response to the memo.

Communications Committee:

Laurel Jizba reported that her committee had sent out 7 missives to the membership.

COLLECTIVE BARGAINING

Summary of talks at InULA meeting

David Spencer (Labor Educ. & Research Center)

Causes of the growth of collective bargaining among professionals have been: 1) economic (impact of inflation on salaries); 2) feelings of alienation and frustration because of structural changes in the university; 3) student activism; 4) the activities of other unions in the community.

Collective bargaining among college educators began in community colleges. There has been some resistance in 4 year schools because of a fear of loss of collegiality and fear of an adversary relationship.

In the opinion of one labor relations scholar when there is a strong democratically chosen faculty senate functioning well, there is no need for collective bargaining.

Rita Naremore (A.A.U.P.)

Faculty are going into collective bargaining because they don't like being underpaid, and because of the decreased voice of faculty in university governance.

Membership in the bargaining unit may be defined by the legislature. If not, it will be the subject of negotiation here. Which ever unit is elected agent would certainly consider it an advantage to have librarians included because of the numbers involved.

Some myths about collective bargaining are: 1) It makes salary structure too rigid to be able to

reward merit; 2) It provides instant tenure for everyone. Both are untrue. Both salary structure and tenure will be subjects of negotiation. Any system could be written into the contract. AAUP is not in favor of rigid across-the-board requirements for tenure.

### Paul Pietsch (AFT-IUB)

The AFT was founded in 1915 by John Dewey, and is now the fastest growing union in the world. By 1974, 20% of its membership were on the college level.

To the AFT-IUB, librarian equals faculty member. Librarians are included with the local constitution, and some are already union members. If the current House Bill is passed, librarians would have the option of joining the bargaining unit. If they opt out, in time their faculty status will probably begin to erode.

The advantages of collective bargaining are the same for librarians as for any faculty member. In addition to higher salaries, there is the advantage of union support in individual grievance cases. There is also the advantage of general union support for the university budget at the legislature.

### Bill Caynon (Circulation, I.U. Lib.)

There is concern that unions would preclude professionalism by regimenting the librarian into a rigid job description.

There is discussion over whether unions would allow more participation by librarians in decision making, or

would in fact be more authoritarian than some present library administrations.

Some librarians are asking that unions speak to issues of continuing education and sabbaticals for librarians, as well as wages and hours.

A recent NLRB decision in Chicago indicated that control over the economic situation of employees is a more important factor in determining who is actually a supervisor (and thus ineligible to join the union) than is control over the duties and scheduling of an employee.

Judi Singleton

### EXECUTIVE BOARD --Meeting Highlights

February 12, 1975

Attorney recommends we not file for tax-exempt status. Letter follows; Approved policy that: A \$25.00 memorial contribution (in lieu of flowers) will be made to a charitable organization specified by the family of the deceased. If the family has not made such a specification, the Executive Board, or a member of it acting on behalf of the Board, will decide to whom the contribution will be made and notify the appropriate member of the family (in a formal condolence note) that this has been done. Contributions will be made for: 1) an InULA member, 2) the spouse of an InULA member, 3) the child of an InULA member, and 4) a "live-in" relative or dependent

of an InULA member.

Heard a proposal on the use of NLW funds which will be presented at May business meeting.

March 25

Nominating committee chosen by lot. Validated votes on Constitutional amendments; in light of a complaint on the ballot set-up, the Board decided not to approve the vote on the Grievance Comm. vs. the Continuing Education Comm. A tape of the Collective Bargaining program, made by the Program & Social Comm., is available in the UGL Media Center or from the secretary.

Heard preliminary costs for stationery.

April 30

Discussed possible gifts for library. Selected Keith Westover to perform the annual audit.

Discussed use of 1975 NLW proceeds; discussed publicity for awarding the scholarships.

Discussed material for the Quarterly.

Discussed a request from Mr. Baatz to fund refreshments for the Media counterpart group; approved, with the understanding that this is not to be viewed as a precedent to use InULA monies for expendibles.

Discussed stationery and logo.

Set agenda for business meeting.

Prepared recommendations for 75-76.

May 19

Set budget allocations for next year's committees.

Designated Judi Singleton to edit a July issue of the Quarterly.

Heard that to guarantee enough interest to continually award a scholarship, we must endow the fund at \$9000 (earning interest guaranteed at  $4\frac{1}{2}\%$ ). The fund currently has a balance of \$58<sup>84</sup> leaving \$3115 to be paid.

June 18

Prepared check for scholarship fund: \$2881.80 (net proceeds from NLW).

Heard a summary of the Continuing Education workshop evaluation. On the whole a very positive response.

After hearing cost estimates on preparation of a logo, decided to use bold-face type to print our acronym and name on stationery.

Approved draft concerning compensation to the Library for use of the facilities for NLW activities.

Recommended that a member-at-large have the responsibility of preparing and maintaining an index to the Association's documents, as contained in the secretary's notebook.

Approved memorial contributions for David Randall of Lilly Library, and Mary Helen Stanger's mother, who died this spring.

BUSINESS MEETING HIGHLIGHTS

March 5

- Obtained consensus of those present that the Executive Board be authorized to approve expenditures of up to 10% of the operating budget at the beginning of the fiscal year to purchase items for the library.
- Announced that the Association had purchased a punch bowl, plates, & cups for library social events.
- Heard preliminary plans for the Continuing Education workshop.

May 22

- Treasurer reported on committee expenditures for the year, and on the current balance (\$4455.78)
- Committees reported.
- Auditor reported books to be in good order.
- Accepted slate of officers presented by the Nominating Committee.
- Heard summary report concerning the tax status of the Association.
- Committee allocations for the coming year announced:

Communication and Publicity	\$100
Continuing Education	500
Program and Social	100
Publications	150
NLW	300

(with the possibility of \$150 more)

- Heard suggestions for a gift to the Library; lobby directory, picnic table, PA system, microfilm reader, book page magnifier, typewriter for student use, something which the handicapped students would request.
- Discussed the proposal presented by the Ad Hoc Committee on NLW Funds:
  1. That a minimum of 2% of any funds be retained for student scholarships.

2. That part of the proceeds be used for the continuing education of librarians and staff through workshops, study grants, guest speakers, etc.
3. That part of the proceeds be used to make a donation to the Indiana University Libraries, which donation may or may not be designated.
4. That part of the proceeds be used to promote an experimental program to support a librarian working as an information specialist with a member of the teaching faculty who is engaged in research.

Parts 1,2, & 3 were accepted by the members present with one dissenting vote. The Executive Board will select someone to write guidelines for study grants.

SALALM REPORT

The XXth SALALM (Seminar for the Acquisition of Latin American Library Materials), chaired by Emma C. Simonson, I.U.L.'s bibliographer for Latin America, met from June 15-20, 1975 in Bogotá, Colombia.

In addition to Laurel Jizba, Laura Miracle (both of the Catalog Dept.) and John Dyson (Spanish and Portuguese Dept.) who presented working papers, attendees from I.U. included Dean and Mrs. Carl Jackson, Audie Walker (Catalog), Andrea Singer (Govt. Pubs.), Jill Caldwell and Gary Sipes (Art Library).

Bogotá, where sunshine and cloud

constantly contend for prominence, proved an ideal setting for the week's activities. New writers of Latin America, booksellers, editors, and manufacturers, bibliographers, administrators, students, and other interested participants engaged in lively discussion and exchange against which struggling amoebas could not prevail.

If the XXth SALALM is any indicator, the XXIst, which is scheduled to be held in Bloomington next summer, will definitely be worth a visit.

Andrea Singer