

inula

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articlesWomen and ALA

by Rita Lichtenberg and Kathy Purnell

Features the accomplishments of the ALA Task Force on the Status of Women in Librarianship since its formation in 1970 and highlights activities related to women at the 1976 conference in Chicago.

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Cover: 1976-77 InULA officers are pictured. They are, left to right, Barbara Underwood, president; Lois Lehman, vice-president; Kathy Purnell, secretary; Herbert Miller, treasurer. Not pictured: Maudine Williams, member-at-large.

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Rita Lichtenberg, Reference Librarian in UGL, and Kathy Purnell, Associate Cataloger for RCL-TSC have both been involved in women's studies for some time and are now participating on a national level. Rita is also active in continuing education for librarians and Kathy writes poetry.

WOMEN and A.L.A.



The profession of librarianship is composed of approximately 80% women and 20% men. Women in librarianship earn substantially less than men and hold lower positions despite equal education (Documentation for these statements exists in the library literature, e.g. Schiller, Anita R., "Women in Librarianship," Advances in Librarianship, Academic Press, 1974.)

In the late 1960's American women became increasingly aware of the inequalities they faced economically, socially and psychologically and began the struggle for tangible goals such as equal pay and opportunity. Women librarians also took a more active role on behalf of women in their

profession. One result was the formation of the Task Force on the Status of Women in Librarianship at the American Library Association's annual conference, Detroit 1970. Its purpose was to collect and disseminate information relating to equal opportunity and responsibility for women, particularly with respect to hiring and promotional practices within the library field. During its first years the Task Force worked to raise the consciousness of women in librarianship, gathering evidence of discrimination and speaking out on issues so that the profession would begin to recognize and deal with existing problems.

The Task Force has accomplished a great deal in the few years of its existence. A summary follows:

- Publication of a newsletter, Women in Libraries, 1970-date.

- Establishment of a job information service through the publication Bulletin Board, 1972-date.

- Elimination of sexist job advertising in library periodicals.

- Introduction of a resolution accepted by the A.L.A. Council requiring the establishment of guidelines for non-sexist terminology in A.L.A. publications and advertising, San Francisco, 1975.

- Ongoing compilation of a bibliography, "Women in Librarianship," listing all English language literature relating to women in librarianship published since 1970.

- Establishment of the Children's Service Division discussion group on Sexism in

Library Materials for Children.

- Breakdown by sex in annual Library Journal article on placement and salaries of library school graduates.

- Sponsorship of A.L.A. Council resolution authorizing the Office for Library Personnel Resources to develop guidelines for horizontal as well as vertical career development, New York, 1974.

- Request to A.L.A. Committee on Accreditation to use Affirmative Action as a criteria for accreditation of library schools, New York, 1974.

- Requirement of annual report to A.L.A. Council on affirmative action within the library schools by the Committee on Accreditation, Chicago, 1975.

- Compilation of a list of non-sexist subject headings.

- Sponsorship of a preconference on Women in 1974, and an annual day-long meeting at A.L.A. conferences since then.

The 1976 annual A.L.A. conference in Chicago offered a variety of activities for persons interested in women in librarianship, including meetings for wo-

men in Library Education (library school faculty) and Women in Library Administration (women administrators and women interested in administration); a showing of the 1954 film Salt of the Earth which deals with women and the union movement; and the 1976 meeting of the Social Responsibilities Round Table Task Force on Women.

The Task Force on Women sponsored the annual workshop Sunday, July 18. An information fair opened the day, followed by presentations on the history and accomplishments of the Task Force, A.L.A. structure and Committees, and strategies for change within A.L.A. The workshop concluded with small group discussions focusing on issues of importance to women in librarianship and methods of bringing these issues to the attention of the profession to bring about change.

The annual business meeting of the Task Force was held Tuesday, July 20. The major business transacted was the appointment of a Study Committee to formulate priorities and define the structure of the Task Force. Diane Kadanoff of Cumberland Public Library, R.I. was designated chairperson (I.U. Library faculty interested in becoming members of the Study Committee should contact the authors). The latter portion of the meeting was a discussion by Susan Brownmiller of her experience in writing Against Our

Will: Men, Women and Rape. Ms. Brownmiller noted her appreciation of the libraries and librarians she became acquainted with during her four-year ordeal of writing the book and made a number of interesting comments, on subject headings; "You don't find (the material) by looking under Rape"; on Simon & Schuster's reaction to the documentation in the war section of the book: "Men thought it excessive; women did not"; on the evolution of her own feelings about the subject: "I came to understand what a job had been done on me by the culture." (It was of interest to I.U. librarians attending that Ms. Brownmiller, to her chagrin, was unaware of the existence of the library at the Kinsey Institute for Sex Research.)



Finally, two important items of business pertaining to women's affairs were scheduled to come before Council during the 1976 A.L.A. convention: a resolution mandating non-sexist subject headings, and a resolution establishing a standing committee on women's affairs. Both resolutions were approved, heralding continued and increasing activity on behalf of women's interests in the library profession.

BARBARA UNDERWOOD

In the nine years I have been with the IU Libraries, my work experience has been rich: General Collections Circulation; Reserves (in 3 stages of development); the Media Center; and now, the third episode of UGL Reference and library instruction. I am very interested in library architecture and interior design, and in people relations.

During the coming year, InULA will pursue continuing education programs as in the past few years. I also plan to initiate some brown bag lunch discussions, with resource people available, on such various topics as: how to prepare yourself and your dossier for the P & T process; the workings of campus committees that are open to our participation; and some open sessions to discuss other concerns.

LOIS LEHMAN

I am a native Hoosier originally from Berne. I attended Wheaton College in Illinois, majoring in English and the biological sciences. I have taught at all levels, beginning as a college instructor and working my way down through high school and junior high to reading instruction for both reluctant and gifted primary children. I taught in Indiana and California before spending six years as a teacher-librarian in West Africa. Since then I have worked as a reading and English supervisor, as a library supervisor and school administrator, and as a public librarian. I have a master's degree in English and the MLS degree from Indiana University.

In September, 1973, I became part of the IU Libraries staff as education librarian. I have been active in InULA since my arrival, having served as Chairperson of the Continuing Education Committee in 1974 and as InULA treasurer in 1975. I believe that InULA has served, and should continue to serve, as an important organization for IU librarians. Functioning outside the structure of the library faculty, InULA can continue to provide a forum for informal communication among the library faculty, programs and workshops to stimulate professional growth, and outreach activities such as the scholarship fund.

KATHY PURNELL

Having been elected (by a flip of a coin) to the position of Secretary of InULA, I am pleased to respond to the request to say a few words about myself and InULA. I earned both my B.A. (German, 1968) and my M.L.S. (1969) from Indiana University and have served I.U. Libraries in five capacities: student assistant (1968); Graduate Assistant with Walls of Residence Libraries (1968-69); Serials Cataloger (1969-71); part-time Cataloger for RCL-TSC (1973-74); and Cataloger for Editing for RCL-TSC (1974 to present)

InULA is a viable organization, both financially and professionally. Although I was not involved in the planning and organization of InULA, I was a member of the first National Library Week Committee in the Spring of 1971; it is clear to me that InULA's financial security is based on NLW activities and depends upon the handful of people who have organized those activities. But InULA's money-making activities must support its professional goals, and I think there has been a clear development of this support since the organization's beginnings in 1970. The continuing education workshops (Grantsmanship, 1976, and People and Libraries, 1975) are excellent examples of InULA's professional viability. I would like to suggest promotion and tenure as a suitable topic for a future workshop.

The purpose of InULA is not to perform a solely social function, not to attempt to supplant the Library Faculty, but to provide a forum for discussion, serve the need for continuing education, and provide an avenue for service.

MAUDINE WILLIAMS

I have been a librarian for six years, all of which has been as Librarian of the Herron School of Art. My paramount assignment since coming to Herron has been to rebuild a collection (the former facility was moved to the Indianapolis Museum of Art) geared to the needs of the students and faculty of the School. The Herron Library now contains approximately 7,000 books, 30,000 slides and 120 journals. It is a part of the University Libraries, IUPUI.

I received my undergraduate training at Berea College, Berea, Kentucky in education: I received my M.A. from Butler University in Indianapolis.

Although I am a new member, I have worked with InULA on several projects, and followed its activities with interest. I think InULA should aim at being one of the unifying factors for I.U. librarians, an organization everyone can participate in regardless of the diversity of job descriptions and physical location.

HERB MILLER

In seven years with the University Library System, I spent the first five as a member of that vanishing species, the cataloger. For the latter two years I have worked in the business library on the Bloomington Campus. I made the change just before the advent of OCLC which I am afraid I regard as a terminal disease. My views on InULA are largely determined by deficiencies I feel as a librarian both personally and in a larger sense.

InULA should assume a considerable role in continuing education. The role should be an effort to fill in the lacunae that professional reading always leaves. Perhaps a series of programs presented by experts in various fields together with an occasional tour of other library systems might be a means of effectuating this.

InULA should be a social organization. If there is some way the organization can effect it, I would like to meet more of our members and non-members from the Regional Campuses. Somehow, dealing with disembodied voices over the phone at the Reference Desk is unsatisfactory.

InULA should advance the interests of the profession in general and its members in particular. I have often thought that InULA might be a most appropriate body for approaching the University administration in the matter of inadequate salary. Of course I have also observed that most of my colleagues do not seem as aggrieved as I do in the matter of salary.

Finally InULA performs a function just by remaining in existence. When InULA was formed, there was a burning need for a forum of expression for the rank and file librarian. Although this need is largely met by now existing faculty organizations, there may yet be a need for an alternative.

As Treasurer, I promise to behave responsibly although I would dearly love to dabble in commodities futures. It is my intention to survey the field to determine if InULA funds might be better invested. Of course I will take no steps to invest InULA funds without the consent of the membership.

Frances Livingston, Director of Library Services at IU Southeast has served on the IU Promotion and Tenure Committee and has summarized statements made as a panel participant in an InULA meeting held at Bloomington last Winter.

THE ROLE OF THE SUPERVISOR IN THE P-T PROCESS

In just a few weeks the All-University Librarians Promotion and Tenure Committee will begin its annual deliberations and examination of dossiers submitted to it by persons presumably eligible for promotion and/or tenure. It seems particularly timely therefore, to share some of my thoughts on the promotion and tenure process from the supervisor's point of view.

First of all it is the obligation of the supervisor to inform faculty members under his/her purview of "what the whole procedure means." Granted, for the Bloomington faculty a Personnel Librarian is available to answer questions and inform prospective candidates about the expectations of a library faculty; but I feel that the immediate supervisor has a particular responsibility to explain the promotion and tenure process to these persons, especially to junior faculty who may never have been exposed to the academic environment before. It is very important that the supervisor review in detail the criteria for promotion and tenure, the definition of each rank, and the representative standards.

Probably the most significant achievement of the I.U. library faculty thus far has been

the preparation of the promotion and tenure guidelines. The guidelines are specific and detailed enough to assist anyone in the preparation of a dossier. The check-list, evolving as it did from a need to cite specific documents which have to be included in a dossier, is also extremely helpful. There should be no doubt about what should be included. To the junior faculty member I am certain that all of this must seem a bit frightening. It is up to the supervisor to reassure these persons that the promotion and tenure processes are not intended as a threat but as an obligation and a privilege.

As important to a faculty member's progress as the annual review is the supervisor must inform faculty members of their progress at other times during the year as well. It simply makes good administrative sense to re-enforce attitudes toward work and professionalism throughout the year. At the time of the annual review it may just be too late. If a faculty member is not making satisfactory progress toward tenure, he/she should be informed immediately in order that appropriate adjustments can be made.

It is also important for the supervisor to establish a schedule

for promotion and tenure for each faculty member he/she supervises. Assuming that each person will continue in the III system until such a time as he/she is eligible for tenure, a schedule for all paper work must be set up for each. The supervisor cannot assume that each faculty member in the department knows when a dossier must be gathered together if this is the year when he/she is eligible to be reviewed for promotion. There is nothing worse than discovering that in two weeks a dossier has to be prepared for a particular individual. Each faculty member should be informed of his/her timetable and the schedule verified by the Personnel Librarian.

The supervisor should also insist that each faculty member keep his/her vita up to date. On the regional campuses in my experience professional activity in the areas of teaching, research and service are reported annually. This kind of record keeping is quite helpful.

The supervisor must assume an active rather than a

passive role in the promotion and tenure process. This should manifest itself through active participation in professional activities, setting an example of professionalism in on-the-job performance, and alerting faculty in the department of activities that might be of interest to them and helpful in forwarding their professional careers. In other words, the supervisor is in an ideal position to become a model for others.

As a final observation, it is too bad that everyone on the library faculty does not have the opportunity to serve on the P & T Committee. One quickly learns that there is nothing mysterious about doing a good job, about becoming involved professionally, or meeting standards for performance. And though the obligation of faculty status rests with each individual, professional success or failure can in some cases depend on the guidance and support of the supervisor.

the personal touch in I.L.L. co-operation

Much has already been written about interlibrary cooperation but the aim of this article is to stress the value of personal contact in the process of borrowing materials from other libraries. The word "personal" does not necessarily mean face-to-face communication, but the use of telephone conversation, letters, and notes of explanation can make a lot of difference in the kind of service received and given. Besides the clarification of the request (more than just what would show on the ILL form) the extra contacts through phone and letter make for an intangible, yet a somewhat more friendly feeling toward the requester.

It is the time of year to urge new people to join and to pay InULA dues. Please inform any new faculty in your department of the following information:

- The purposes of InULA shall be to promote excellence in library service by providing opportunities for continuing education and professional growth.
- Regular membership is available to any person who holds a regular or adjunct academic appointment as a librarian on any campus of I.U.
- Associate membership is available to any person who holds a regular or adjunct academic appointment as a librarian on any campus of I.U. except the Bloomington campus, to former I.U. Librarians, I.U.-G.L.S. Faculty, I.U.-G.L.S. graduate students, and any other librarian who is interested upon recommendation of the Membership Committee and approval of the Executive Board.
- Only regular members shall have the right to vote, hold office, and serve on committees.
- Dues for regular membership are \$3.00, associate membership are \$1.00. Dues are payable before October 10, 1976 to Herb Miller, Business Library, Bloomington Campus.

Ann Armstrong,
Chairperson
Membership Committee

Please return this form with your payment. Checks may be made payable to InULA or Indiana University Librarians Association. Send to Mr. Herb Miller, Treas. Business Library, Bloomington Campus.

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