

**INULA**

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QUARTERLY PUBLICATION OF THE INDIANA UNIVERSITY

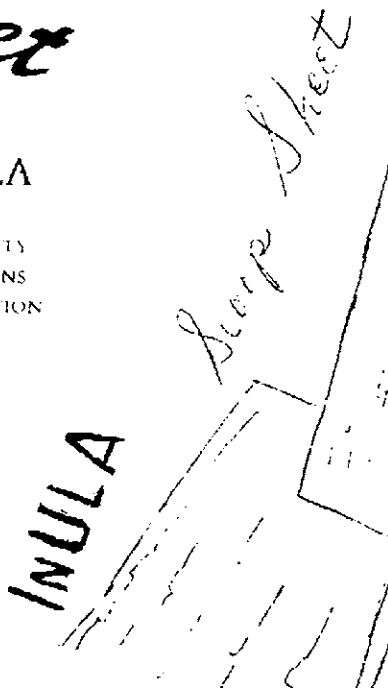
**INULA**

InULA SCOOP SHEET

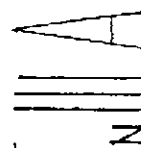
*Scoop Sheet*

InULA  
INDIANA  
UNIVERSITY  
LIBRARIANS  
ASSOCIATION

SCOOP SHEET



InULA Quarterly



# InULA QUARTERLY

Vol. 9 No. 4 Winter 1979

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# THE HISTORY OF THE INDIANA UNIVERSITY LIBRARIANS ASSOCIATION

*Eva Kiewitt is Associate Librarian, Head of the Branch Library of the Graduate Library School, IU-B.*

InULA was organized in December 1969 to promote high professional standards and excellence in library service and to improve the status of librarians at Indiana University. With Lois Heiser as the first president, there was a total of 117 persons who joined as charter members. The full and associate membership included practicing librarians, library administrators, teaching library faculty and doctoral students. Librarians on the Indianapolis and regional campuses have had the options of either full or associate membership. Through the years many of them have chosen full membership and taken an active part as officers or committee members.

Activities during the first year included an environmental teach-in, orientation for new professionals, and investigation into library instruction. Communication was begun by means of the *Scoop Sheet* newsletter. The editor, Barbara Halporn, produced 4 issues in 1969-70. A book sale, coffee hour, and concert were held to publicize National Library Week and \$130 of the \$148.98 profits were donated to the scholarship fund.

A major focus of the new organization was to improve the professional status of librarians at Indiana University. In 1970 the Professional Advancement Committee was appointed by Alan Taylor, the second president. This committee and the InULA officers worked with the Carmony Committee, which was composed of teaching faculty, administrators, and librarians, to develop recommendations concerning the career status of librarians. On February 25, 1972, the I.U. Board of Trustees accepted the Carmony Committee Report and approved the plan of professional librarian ranks.

A Grievance Committee was also formed in 1970 and continued functioning until there were regular grievance channels established within the library faculty organization.

In September, 1970, the University Librarian, Dr. Cecil Byrd, requested that InULA help form a Staff Advisory Committee to work with the library administration to improve the organizational environment and create higher morale, better communication, and expanded library services. InULA agreed to aid in the formation of such a committee, which was established in January, 1971, as the Librarians Advisory Committee. Representatives were selected from the departments, branches, and subject specialists. LAC continued as a liaison between the librarians and library administration until the Library Faculty Council was organized. In 1973 the new Dean of I.U. Libraries, W. Carl Jackson, asked InULA to suggest librarians to serve on the new Library Faculty Organization Committee.

Communication via *Scoop Sheet* was an important function of the Association. During some of the early years *Scoop Sheet* was published monthly; it included library and staff news, announcements, and minutes of meetings. When the *IUL News* was begun in order to disseminate information and library news, the name and focus of *Scoop Sheet* were changed. In 1975 *Scoop Sheet* became the *InULA Quarterly* with an emphasis on articles rather than announcements and minutes of meetings.

National Library Week activities have continued to be the major annual event sponsored by InULA. In addition to the book sale, other activities have included concerts, lectures, film series, TV and radio programs, and sales of plants, records, baked goods, and arts and crafts. These activities have contributed to the visibility of the university libraries. The proceeds of NLW sales have been donated to the scholarship fund, the library, and special projects. The major portion of funds earned was used to endow a scholarship grant of \$9,000 so that at least the \$400 annual interest could be used for student scholarships. Each year 15 percent of the NLW proceeds are donated to the library, and the remainder is used for InULA projects. Some special gifts to the library have included the purchase of a podium and a punch bowl, cups and plates. InULA has frequently helped finance receptions, guest lectures, and special social events.

Professional development has been one of InULA's most important goals. Continuing education opportunities have been sponsored in the form of programs, trips, speakers, workshops and conferences. Trips were arranged to visit libraries at Ohio State University, IUPUI, and Chicago. Panel discussions have been presented on the role of administration in relation to personnel and policies, promotion and tenure, library instruction, collective bargaining, and censorship. Among the speakers invited for programs were Ralph Hopp of the University of Minnesota, Michael Buckland and Ralph Simon of Purdue, Hannelorre Rader and Matthias Newell of Eastern Michigan University, and Robert Wedgeworth, ALA Executive Secretary.

The first workshop was chaired by Julie Nilson in 1974 on "Participation Training." In 1975 "People Relations in Libraries" was planned by Lois J. Lehman. Laurel Jizba was responsible for "Grantsmanship and Libraries" in 1976. "Minorities, Libraries, and Realities" was presented in 1977 and chaired by Gail Grise. In 1978 InULA assisted in sponsoring the International Government Documentation Workshop. Mary Popp made arrangements for a "Seminar in Library Management" by Herbert White in 1978.

Those who have led InULA as presidents are Lois Heiser, 1969-70; Alan Taylor, 1970-71; Alice Wickizer, 1971-72; Eva Kiewitt, 1972-73; David Fenske, 1973-74; Betty Jo Irvine, 1974-75; Marty Joachim, 1975-76; Barbara Underwood/Lois J. Lehman, 1976-77; Eileen Fry, 1977-78; and Mary Popp, 1978-79. The Association began with 117 members in the first year and reached the highest number (163) in 1972-73. The present membership so far in 1978-79 is 110.

The purposes of InULA have been to improve the library profession and the professional. It is my belief that InULA has served the I.U. libraries and librarians well. In 1970 Alan Taylor stated his hope that InULA would serve as a medium for discussion of new ideas and concepts and support for needed research and development. As some goals have been accomplished new ones have come to the fore. In 1975, the membership voted to change the third purpose as noted in the constitution from "to improve the status of librarians at Indiana University" to "provide opportunities for continuing education and professional growth." The future thrust of the Association will develop according to the needs of the present membership. The results of the recent questionnaire should help determine these future goals.

# FACULTY STATUS FOR INDIANA UNIVERSITY LIBRARIANS

*Lois Heiser is Associate Librarian, Assistant Acquisitions Librarian at IU-B.*

In the Spring of 1968, Indiana University librarians were surprised to learn of a report to the Faculty Council which concerned itself with the library and its problems. Though devoted primarily to considerations of the financial plight of the libraries, tucked away among the dollar figures was Resolution #5:

"that the numbers and quality of the library staff must continue to rise rapidly. In particular, the status, prestige, position in the university, and salaries of the professional staff must advance significantly. Professional or academic employees should be considered members of the faculty."

The concept of faculty status for librarians was not new at Indiana, for in 1950 the librarians were removed from classification as clericals. Under the administration of the Dean of Faculties, librarians were granted academic appointments and the title of Associate Faculty.

The 1968 report seemed to indicate that the time was right to press for true faculty status. An Ad-Hoc committee of librarians formed to determine what action would be needed to achieve this goal. A meeting of all librarians was called to inform them of the issue, the state of faculty status for librarians at comparable institutions, and, most importantly, to determine what, if anything, the librarians wanted to do. The result of the initial meeting was the establishment of a committee to pursue the question. The Committee on Academic Status (COAS) was instructed to continue to gather pertinent information, to design a questionnaire and poll the IU librarians on attitudes, to create position papers and support documentation, and, finally, to call another meeting when sufficient material was prepared.

At the first COAS meeting, the decision was made to include all Indiana University librarians. The university was in the process of deciding the administration of the rapidly growing regional campuses. COAS decided that the Bloomington based group would work for the faculty status of all IU librarians instead of placing the burden of duplicative action on the smaller regional campus library staffs. A preliminary questionnaire showed that 76% of the librarians were in favor of faculty status.

After preparing a position paper and recommendations to be presented to the university administration, COAS called another meeting of the librarians. The majority present thought that the paper and recommendations needed refinement. It was also suggested that the committee hold informal discussions with the library and university administrations before any formal presentation of the issue be considered. It was determined that the best course of action might be to secure the support of the University Library Committee, a committee of the Faculty Council.

The University Library Committee was willing to hear the case for faculty status for librarians and requested full documentation. In the Spring of 1969, COAS provided the ULC with three documents: a history of faculty status for librarians in the U.S.; an analysis of the possible applications of the criteria for faculty rank for librarians; and, a profile of the current library professional staff. The ULC agreed that librarians should be incorporated into the university community and that this could be done only through the granting of faculty status.

On April 28th, the ULC submitted to the Faculty Council its recommendations and supporting documentation. On June 3rd, 1969, the Faculty Council of Indiana University unanimously approved the following recommendations:

“that professional librarians be accorded full faculty status”; and,

“that a special committee be established to formulate principles and procedures for determining faculty rank of librarians and to revise where necessary the language of the Faculty Handbook.”

In February, 1970, the recommended committee, composed of three members of the faculty, three librarians, and three administrators, was finally appointed by the Dean for Academic Affairs. For the librarians, there was virtual silence until Spring 1972. However, within the committee there was considerable discussion and some dissension. The three librarians on the committee occasionally consulted the librarians as to problems and possible compromises which might be necessary to achieve a final report. It eventually became obvious that the university was not willing to support full faculty status for librarians. The final report of the committee was submitted to the Dean in May 1971. The report recommended a parallel ranking structure of Assistant Librarian, Senior Assistant Librarian, Associate Librarian, and Librarian; advancement via a librarians' promotion and tenure procedure; criteria to be established by the librarians; franchise; eligibility for committee service, leaves, grant money, etc. Accompanying the report was a cover letter from the committee chairman indicating that changes from a more favorable preliminary report had been made by the committee for a number of specified reasons, including an increasing emphasis on limiting faculty to those actively participating in classroom teaching. These considerations resulted in an unanimous decision not to recommend faculty status and rank for librarians. Neither the report nor the cover letter was released to the librarians.

The apparent lack of activity was not viewed by librarians as unusual as it was a time of change for Indiana University. The structure of the university was changing, a new president was appointed, and the search process for a new Director of Libraries was underway. It was anticipated that no action on the status question would take place until the new Director was named.

Suddenly, on March 1, 1972, the IU librarians received a memo from the Acting Dean for Academic Affairs. The Board of Trustees, at its meeting of 25 February, had adopted a system of parallel ranks for librarians, along with separate promotion and tenure procedures. The librarians had not been fully aware of the two-year struggle within the committee concerning its final recommendations to the Dean. A protest petition, which expressed dismay at the committee's not acting on the recommendations of the Faculty Council, was sent to the President. Signers requested that full faculty status be implemented, rather than a “separate, but equal” status which had been submitted to, and approved by, the Board. Because of confusion created by this petition, the librarians were polled concerning the implementation. 109 of them responded that they supported the action of the Board of Trustees, with 56 of these indicating that they would continue to work for full faculty status. W. Carl Jackson, incoming Dean of University Libraries, indicated that a parallel system was workable if truly implemented. Thus, the parallel structure was accepted by the librarians.

Today, IU librarians hold parallel ranks with all rights, privileges and responsibilities of the teaching faculty, with the following exceptions: 1) a state-wide system of promotion and tenure criteria and committee structure for librarians; 2) a state-wide librarians' review board; and, 3) 12 month appointments for librarians.

# FROM SCOOP SHEET TO QUARTERLY: TEN YEARS OF InULA PUBLICATIONS

*Jo Brooks is Visiting Associate Librarian, Information Specialist, Vocational Education Information Services, IU-B.*

Tracking down the history of InULA publications is not a simple task. Publications of the organization have always originated from a committee which changed membership each year, and thus records were either not kept or not passed on to the new committee. Until 1978 there was no committee guideline or manual, so each year the new committee has had to develop its own way of producing publications. The result has been a cataloger's nightmare, but also a group of publications that serve as a reflection of InULA at its various stages of development.

The original publication, *InULA Scoop Sheet*, began sometime in 1969. No one remembers exactly when, but Barbara Halporn, the first editor, recalls that it was sometime after the May 1969 move into the new library. The first *Scoop Sheet* cataloged by the I.U. Library (Z673.I39) was dated December 1969. It has no volume or number designation, but the text of the issue suggests that it is not the first.

The purpose of the original *Scoop Sheet* was to begin internal library communication. The I.U. Faculty had voted to look into faculty status for librarians, the library had moved into a new building, things were new, unsettled and the librarians wanted a means of communication. The minutes of the monthly library staff meetings were the major source of information to be communicated. Therefore the *Scoop Sheet* was issued monthly, after each staff meeting, and its size depended on the amount of material to be included. Most generally, however, the *Scoop Sheet* was an 8½" by 14" mimeographed sheet, printed on one side.

In February 1972, the *InULA Scoop Sheet* changed its format and for the first time had volume and number designations (vol. 3, no. 1). The new format was a 7" by 8¼" mimeographed booklet with a masthead drawing of the I.U. Library. The monthly staff meeting was still reported, often by a supplement, but the content was broadened with "a renewed purpose" which "originate[d] in response to criticism of InULA's current lack of activity."

In the May 1972 issue (vol. 3, no. 4) the masthead was printed and included a photograph of the I.U. Library as well as the title. That entire issue was devoted to faculty status for librarians, including Dr. Carmony's letter on why librarians should have separate but equal status. The last issue of the *Scoop Sheet* was volume 5, nos. 5-6 for April/May 1974. It consisted mainly of statements by candidates for office in InULA and was published in the original 8½" by 14" format. The masthead was missing.

It is apparent that it was becoming increasingly difficult for a committee to issue a monthly publication. In addition, there were no longer monthly staff meetings. Implementation of faculty status for librarians had begun and there were numerous new committees, new meetings, and the *IUL News* had begun. Therefore in 1975 (probably February although the issue is not dated) the first quarterly publication appeared. It was volume 6, no. 1 and was entitled *InULA Quarterly Publication of the Indiana University Librarians Association*. There was no mention of the name and frequency change in that issue, but in vol. 6, no. 2, in the column "Observations from the Chair" the following appeared: "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 third issue of the quarterly publication, volume 6, nos. 3-4, was dated December 20, 1975. It had a new name, *InULA Quarterly*, and a new format, an 8½" by 5½" booklet. The *Quarterly* was fulfilling its promise to publish articles of interest to librarians, most of them written by I.U. librarians. There were also InULA news and other items of interest to librarians in the early *Quarterlies*.

The final format change for the publication appeared in 1976 in volume 7, no. 3. That issue of the *InULA Quarterly* was the first to be professionally printed. Although the content was still typed, it was camera ready and the final copy included photographs and was printed on heavy paper in an 8½" by 7" booklet form. The first printed issues were not dated and contained articles by and about librarians. News about InULA and library-related happenings disappeared because the issues did not appear regularly and it was difficult to print current news irregularly.

The first issue of volume 8 (1977) was the first *Quarterly* to be typeset. By 1978, the issues started appearing on a more regular basis and it was possible to add a section on InULA news because of this. Current publication dates are February, May, August, and November. The Publications Committee has a manual for publication, and the publication itself has matured.

Though the frequent changes in format, frequency, and name can be faulted, the persistence of all the librarians who have worked on InULA publications cannot. In 1969, the I.U. librarians felt a need for some form of internal communication and rather than wait for administrative support, they used their own money, in the form of dues, and their limited time to produce the *InULA Scoop Sheet*. As the situation at I.U. Libraries changed and the library administration began producing its own newsletter, *IUL News*, InULA responded to the changes by changing the scope and then the name of its publication. Each committee worked hard to produce a product of value and it has evolved into a *Quarterly* of which all can be proud.

The final result of ten years of publication is a history of I.U. librarians and the Association that they created to meet a need. A look through the old issues can give readers a glimpse of the seriousness of the issue of faculty status for librarians at I.U. They will also find the origin of the annual National Library Week book sale (an idea hatched over dinner at Ruth Beasley's), and a report on the "crashing success" of the first sale in 1970 when all the book shelves fell over and InULA earned \$148.00. Readers can also find that there has been frequent discontent among the membership that InULA was not doing enough, that there were not enough volunteers to work at the book sale, that InULA needed to refocus its goals. Reading through the InULA publications can bring a feeling of chagrin and nostalgia, a sense of déjà vu, or an occasional giggle, but most importantly it gives readers a sense of pride in the accomplishments of the InULA members during the past ten years.

## RESEARCH AND CREATIVE ACTIVITY

Michael Parrish, Librarian and Head of the School of Public and Environmental Affairs Library at IUB, has been appointed to the Editorial Board of the *Modern Encyclopedia of Russian and Soviet Military History and Affairs*, published by the Academic International Press.

Frank J. Gillis, Librarian and Director of the

Archives of Traditional Music at IU-B, serves with Ann Briegleb, Ethnomusicology Librarian at UCLA, as co-editor of the *Phonographic Bulletin*, a publication of the International Association of Sound Archives. Mr. Gillis' article, "The Metamorphosis of a Derbyshire Ballad into a New World Jazz Tune," was published in *Discourse in Ethnomusicology: Essays in Honor of George List* (Bloomington: Ethnomusicology Publications Group, 1978).

Louise S. Spear, Associate Librarian and Assistant Director of the Archives of Traditional Music at IU-B, has been appointed discographer for the "Current Bibliography and Discography" section of *Ethnomusicology*, the Journal of the Society for Ethnomusicology.

Her article, "The Indiana University Archives of Traditional Music: An Interview with George List," was published in *Discourse in Ethnomusicology: Essays in Honor of George List* (Bloomington: Ethnomusicology Publications Group, 1978).

## BOOK REVIEW

Lee, Sue H., editor.

*Emerging Trends in Library Organization: What Influences Change.*

Ann Arbor: Pierian Press, 1978.

121 pp.

*Stella Bentley is Assistant Librarian, Reference Librarian in the Education Library, IU-B.*

The topic of this volume is a timely one and one with which all academic librarians need to be concerned: issues and trends affecting changes in academic library organization. The book consists of ten papers which were presented at a conference held at Indiana State University in October, 1977. The final paper is a selective bibliography of the works dealing with library organization published during the period 1970 to 1977. The works are divided into seven areas: management, personnel, bibliographic instruction, collection development, bibliographic control, networks, and technology. The other nine papers are concerned with the ways in which these seven areas have grown or changed, and the resultant changes in library organization. As with all too many such collections of conference proceedings, some of the papers are essentially worthless, others merely reiterate what has already been said elsewhere, while a few stand out as worthy of our attention. Three of the presentations in this collection are especially worthwhile.

Kenneth G. Peterson has a fine piece that gives a brief historical overview of the trends in academic library organization, the ways in which the various realities of existence combined with management theories have resulted in where libraries are now, and some indication of what is ahead in the future. Not only is this paper useful as a fresh overview and review, but the author presents some interesting alternative patterns for library management which might be starting points for considering better methods for future library organization.

John W. Aubrey writes about the need for new goals and organizational change in order to utilize the capabilities which networks make possible. He points out the benefits of network membership for the library's users and its staff, while also pointing out organizational and functional problems which will develop for the local staff because of network membership. He makes some excellent observations about some possible situations of which we need to be aware.

Direct and indirect impacts and implications of budgetary decline are the topics of Bill Studer's paper. His presentation provides an excellent overview of the problems facing academic libraries. First, Studer reviews statistics showing the reduction in annual growth rates for large academic libraries, and comments on why budget allocations are insufficient to maintain a steady state. He then considers the effects on the library and offers his views and solutions for the problems of goals and objectives, collection development, networking,

leadership, storage, centralization of resources and services, and the need for planning and accountability in order to demonstrate the library's value to outsiders. This is a carefully presented discussion which should stimulate other librarians to consider their own solutions to these problems.

Since I found three of the articles in this book to be worthwhile, and since other readers may find something of value in some of the other presentations, I do recommend that *Emerging Trends in Library Organization: What Influences Change* be read by others.

## **InULA MEMBERSHIP SURVEY, DECEMBER 1978**

*Mary Popp is Assistant Librarian, Graduate Library School Library, IU-B, and this year's President of InULA. Eileen Fry is Assistant Librarian, Head of the Slide Library, IU-B, and the immediate past President of InULA.*

The response to the InULA Membership Survey was very good, nearly 50 per cent. We received 47 returns from a total of 110 surveys distributed. The overwhelming majority of respondents, 93 per cent, felt that InULA should continue (43 yes; 3 no). Some of the comments showed mixed feelings: "InULA should continue only if you can get more than 5 people to work on its projects and more than 20 at social events." Most members, however, felt as did this respondent, "InULA can be a unifying organization for all IU librarians and staff, regardless of location."

74 per cent of the members responding felt that InULA membership should continue to include only librarians and GLS faculty and students. Those interested in changing membership eligibility were most often interested in allowing support staff to join the group.

In answer to the question concerning whether National Library Week activities should continue to be the major source of income for InULA, 70 per cent of the respondents said yes. Membership was almost evenly split (19 yes; 21 no) on the question of raising InULA dues. Those who were in favor of raising dues indicated that \$5.00 might be a reasonable amount for regular membership dues. Opponents of a dues increase may have been represented by a member who said, "Please, let there be one professional group that doesn't cost an arm and a leg to join!"

Additional National Library Week activities which members felt would most increase the visibility of the library were: lectures (27 responses), library orientation programs and/or demonstrations (25 votes), art exhibits (22 votes), and concerts (19 responses).

31 respondents felt the InULA scholarship should be given to a library student employee; 25 felt that it should be awarded on the basis of financial need and 25 members were interested in supporting a GLS student. Grade point average was not considered to be particularly important, receiving only 11 votes.

In response to the question of new ways to spend InULA's income in order to maintain tax-exempt status, donations of money or books to IU and other libraries received the most votes (36) with travel or research grants to librarians and an increase in the current endowment running a close second with 34 votes each. Donation to charitable organizations was the least attractive alternative to members. Rank by most numerous first place vote was as follows: (1) travel or research grants to librarians judged eligible by InULA; (2) increase

current endowment; (3) donation of money or books to the IU Libraries, Monroe County Public Library, or other libraries (Many respondents specified donation to IU Libraries **only**.); (4) award scholarship directly from income (not as interest on endowment); (5) other specified uses; (6) donation to charitable organizations.

Funds remaining after contributions should be spent, according to the membership, on the *InULA Quarterly* (41 votes), formal workshops (40 votes), and guest lectures (38 votes). In order by the number of first place votes received, the alternatives were: (1) *InULA Quarterly*; (2) guest lectures; (3) formal workshops (Both 2 and 3 received the same number of votes.); (4) seasonal social gatherings; (5) panel discussions (Both 4 and 5 received the same number of votes.); (6) informational packet on InULA for members; (7) other specified uses; and (8) cooperative receptions with IU Libraries (received *no* first place rankings).

The *InULA Quarterly* was judged as contributing to InULA by 92 per cent of the respondents. Regional campus librarians were especially vocal. Some members felt, however, that the organization should not spend too much of its resources on the *Quarterly* as shown in the comment, "Worthwhile, but do not feel we should spend so much on it that we cannot support other projects."

It was clear from many of the survey responses that InULA's regional campus members are both concerned and isolated. Some representative comments included, "Hard for regional campus librarians to participate when all activities take place in Bloomington." and "How about some of these activities taking place somewhere besides Bloomington?" The *InULA Quarterly* seemed to be their most effective link to the organization: "Communication is the needed quantity for those of us *away* from Bloomington."

We thank all InULA members for their responses. The results of the survey will be presented to the Executive Board at their January meeting. Where immediate decisions are needed, as in the case of the scholarship, the results of this survey will be used by the Board in determining the content of the decision. Opinions on more general issues will be turned over to the appropriate committees for action and/or recommendations for next year's committee activities. Additional comments are welcome. Tabulations of the survey results are available on request to any InULA member.

## InULA NEWS NOTES

### Catalog Issued by Archives:

The Archives of Traditional Music, IU-B, has recently issued a *Catalog of the Terence R. Bech Nepal Music Research Collection*. The Bech Collection, housed in the Archives of Traditional Music and the I.U. Museum, consists of 400 open-reel phonotapes, 2,000 black and white negatives, 1,500 color transparencies, 120 musical instruments, 41 life history ethnographies, 7,500 song texts, and 200 musical transcriptions in manuscript form. The collection is the world's principal resource for research in Nepalese music traditions. The compilation of the *Catalog* was supported by a

Research Collections Grant from the National Endowment for the Humanities.

### Library Management Seminar:

On December 2, 1978, the Continuing Education Committee and its GLS counterpart co-sponsored a "Seminar on Library Management." The seminar, conducted by Herbert S. White of the GLS, was well attended, with 63 participants from throughout Indiana. Mr. White dealt with such topics as styles of management and dealing with subordinates and supervisors, in a lively and interesting manner.