
Midwinter by the Numbers

Author(s): L. K.

Source: *American Libraries*, Mar., 1993, Vol. 24, No. 3 (Mar., 1993), pp. 222-225, 229-230, 259-260, 262-265

Published by: American Library Association

Stable URL: <https://www.jstor.org/stable/25632844>

JSTOR is a not-for-profit service that helps scholars, researchers, and students discover, use, and build upon a wide range of content in a trusted digital archive. We use information technology and tools to increase productivity and facilitate new forms of scholarship. For more information about JSTOR, please contact support@jstor.org.

Your use of the JSTOR archive indicates your acceptance of the Terms & Conditions of Use, available at <https://about.jstor.org/terms>



JSTOR

is collaborating with JSTOR to digitize, preserve and extend access to *American Libraries*

Midwinter by the numbers

Important issues and events of ALA's Denver meeting came with call numbers.

A handful of numbers are useful tags for some of the important issues and ideas that came to light at ALA's Midwinter Meeting, and those tags range from two to a billion. Other numbers, harder to pin down so precisely, were also important at the Association's business meeting, held Jan. 22–28 in Denver. A few numbers, including 61 and 700, bear mention just for flavor.

Two, of course, is Amendment Two, the Colorado law that bans local governments

from enacting ordinances that protect homosexuals from discrimination in housing, employment, and public accommodations. Passage by referendum in November 1992 guaranteed that Amendment Two—and the earlier selection of Denver as the site for Midwinter 1998—would be primary issues. Indeed, Two's passage had already spurred consideration of canceling the then-impending Midwinter. Ultimately, ALA leaders concluded that such a last-minute action would be too costly and too disruptive. Instead, some 300 ALAers demonstrated on the steps of the state capitol, and buttons proclaiming "Undo 2" and "I'm here under protest" became as common as briefcases.

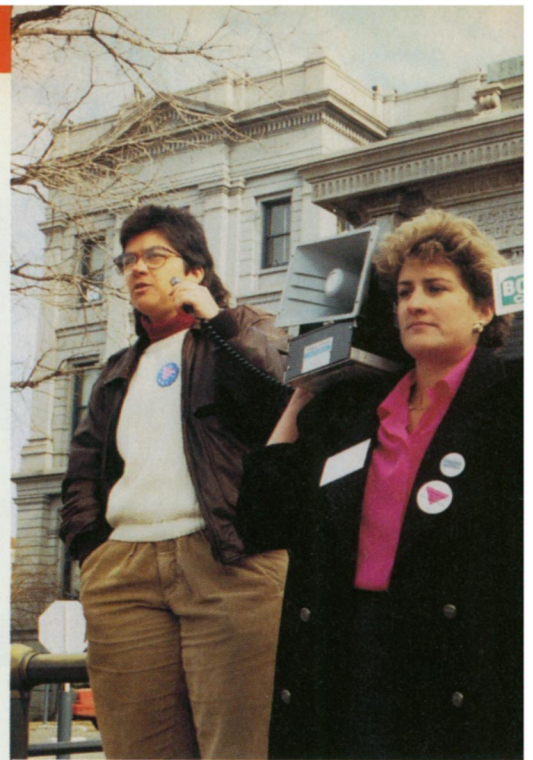
"ALA," President Marilyn Miller told the demonstrators, "has a long tradition of supporting human rights and intellectual freedom. And we feel that Amendment Two threatens both—in Colorado and perhaps in other parts of the country in the form of copycat legislation." ALA's Executive Board, which is charged with confer-

ence site selection, voted 8–2 not to consider sites in Colorado until the amendment is overturned. That decision could cost the city of Denver an estimated \$8–10 million in 1998.

"Billions of Bucks for Billions of Books" is ALA President Marilyn Miller's idea for a national trust fund for library resources (*AL*, Dec. 1992, p. 966). But even

Report and photographs by Gordon Flagg, Beverly Goldberg, Leonard Kniffel, and Tom Gaughan.

Scenes from a rally: Above right, Sue Anderson of the National Gay and Lesbian Task force and Stacy Dorian (holding loudspeaker), a Boycott Colorado board member, praise ALA's decision to pull Midwinter 1998 out of Denver. Below left, Sanford Berman, of Hennepin County (Minn.) Library, was also among those who addressed the crowd of some 300 Midwinter-goers who assembled Jan. 25 on the state capital steps to denounce Amendment Two, the constitutional ban on gay and lesbian rights ordinances recently approved by Colorado voters.



as a marketing consultant briefed ALA's Executive Board on ideas for linking libraries with some 12,000 banks, opposition to Miller's initiative from state chapters of ALA and the Public Library Association was looming.

Midwinter's hottest number was 12.2. A January *American Libraries*' editorial that described the acceptance and subsequent rejection of a manuscript submission that was prompted by Executive Board Document 12.2 took most of the heat as ALA councilors took turns condemning the editorial.

Reports on ALA finances by Treasurer Ann Symons and others produced many numbers, including \$3.90 and 3.7%. The former is the amount of revenue ALA generates through conferences, publishing, and other activities per each dollar of member dues; the latter is the percentage of the Association budget spent on ALA's two highest-priority activities—intellectual freedom and lobbying for increased funding.

Thirty years, according to futurist Paul Saffo, who delivered the keynote address at the President's Program, is the length of time it takes for a technology to mature into a medium.

Total attendance for the meeting was 9,684, including 2,712 exhibitors' staff, nearly a thousand more than at Midwinter '92. Some 4,942 ALAers, 520 fewer than in 1992, attended. Presumably, personal boycotts and the prohibitions of travel to Colorado imposed by municipalities including San Francisco, Los Angeles, Chicago, Philadelphia, and Broward County, Fla., accounted for the decreased attendance.

What's the significance of the number one? Amendment One, a Proposition-13-like tax cap also passed in Colorado. Although lost in the welter of national attention to Two, One could devastate Colorado libraries. Councilor and Colorado resident Bernard Margolis told *AL* that Amendment One's long-term impact could be far greater than Amendment Two because One will be harder to reverse legally.

Seven hundred? The number of ALAers who browsed, mingled, and gnoshed at the reception at the splendid Tattered Cover bookstore. Sixty-one? The high temperature on Jan. 22 and 27; fugitives from icy sidewalks and biting winds rejoiced.

Hard choices, no options

Amidst this number crunching, ALA's annual business meeting (Association policy "reserves" programs of continuing education and development of the profession for Annual Conference) proceeded. Numberless committees met and met again. In

fact, Denver's spiffy and seemingly spacious Colorado Convention Center (CCC) and the downtown hotels couldn't accommodate all the meetings; additional meeting rooms were constructed in the CCC for ALA. Even then, many committees had to gather at open tables.

Additionally, several thousand attendees found themselves lodging 12–15 miles from the CCC at the Tech Center. Even without the strong sentiment of ALA elected leaders to "send a message" about Amendment Two by relocating Midwinter 1998, Denver was simply too small.

Perhaps sensing a rebound in the national economy that will ultimately reach their library customers, exhibitors came in record numbers but reported "flat" business. But ALA Treasurer Ann Symons' report made it clear that ALA faces some "disturbing trends." Symons's and Committee on Program Evaluation and Support (COPES) Chair Mary Ghikas's reports resonated against one another: ALA expenses, despite careful controls, deferred maintenance, and delays and freezes in hiring, are rising faster than revenues.

Something's got to give, they asserted. It's time for the Association to make hard choices about the breadth of ALA's agenda. We must set our priorities, fund them, and stick to those decisions. In a conference filled with great sound bites, Symons had one of the best: "Business as usual is not an option."

But Midwinter is Midwinter, and in some respects business as usual was the proper option. Candidates for ALA president faced their electorate; Newbery and Caldecott award winners were announced; recommended lists of books for reluctant readers, children's software, and notable books for children and YAs were announced; Council elected two new members of the Executive Board; a recipient of an honorary membership was selected; Chadwyck-Healey announced plans to microfilm the recently opened archives of the former Soviet Union, the largest such project in history; and attendees sought personal and professional renewal through contact with colleagues.

President's Program swings at "the electronic piñata"

"Librarians live in the eye of an information hurricane," which isn't the best place to gain perspective, said futurist Paul Saffo, featured speaker at the President's Program. Intuitively aware of this, a large crowd of ALAers showed up to learn from Saffo's "outside-in perspective" on libraries



ALA President Marilyn Miller visits during a reception at the Tattered Cover bookstore.

and the emerging technologies that are buffeting them.

Forty minutes later, many attendees felt buffeted by a hurricane of insights, speculations, bromides, and oracular sound bites. To paraphrase Saffo, his remarks had "very high information density." Establishing the paradox of increasing illiteracy in the U.S. as book sales skyrocket and record levels of paper information storage with corresponding record levels of electronic storage, Saffo described "the electronic piñata"—a thin crust of paper surrounding a stupendous mass of electronic information. In this environment, he said, the library's stacks are the "terminal moraine of change."

With the microcomputer revolution a mere decade old, we're at the point of electronic incunabula. Because it takes 30 years for a technology to evolve into a medium, we're merely on the cusp of massive change, which occurs at the speed of thought, Saffo posited. He described PCs as "horseless carriages" and likened the future utility of an unconnected PC to an unconnected phone.

Librarians can misunderstand the revolution by ignoring change or by simply using new technologies in old ways. Change, he said, will be "later to arrive than we expect, but more fundamental than we can believe." Perspective is crucial: "Never mis-



Paul Saffo and President Miller (standing) chat with prognosticators Kathleen McCook, Jerry Campbell, and Peggy Sullivan following the President's Program.

take a clear view for a short distance."

President Marilyn Miller asked three prominent librarians to follow Saffo and serve as "prognosticators." Reacting to the futurist, ALA Executive Director Peggy Sullivan led off with a joke about the first cataloger issued a typewriter; "He dipped it in his inkwell." Sullivan spoke of the "seductive" opportunity she has been given to empower ALA. She added that ALA must be on the right track because the Association is always being criticized for contrary reasons, e.g., being too liberal and too conservative.

Prognosticating about the future of the profession, Duke University Vice Provost for Library Affairs Jerry Campbell warned that the gathering storm of change could sweep librarianship away. The role of libraries, he said, is not in jeopardy, but who will play that role *is*. Campbell asserted that education for librarianship must guarantee technical proficiency as engineering and computer science programs do, and continuing education must test and license such proficiencies.

Louisiana State University library educator Kathleen de la Peña McCook addressed the future of education for the profession with a reassuring message. By keeping the user central, focusing education on the fundamental ethic of providing needed information to users without charge, and employing emerging technologies, librarianship and library education can prosper.

Read my lips: No new initiatives, say presidential candidates

After several years of ambitious initiatives from ALA presidents, both candidates for the 1994-95 presidency have announced that they would launch no new initiatives if

elected. The declarations came at a candidates forum attended by several hundred members during Midwinter.

Instead, Sharon Hogan said she would "concentrate on the exciting agenda before us," focusing on four commitments: media-relations workshops for all ALA officers; coordinating activities resulting from the 1991 White House Conference; increasing diversity in all areas of ALA; and debate and implementation of the recommendations from ALA's self-study. Hogan, university librarian and Academic Computer Center interim director at the University of Illinois/Chicago, said that her goal would be to shepherd these existing initiatives along.



Candidates for the ALA presidency, Sharon Hogan and Arthur Curley.

There is "a pendulum at work," observed Arthur Curley, and after recent years of forceful presidential initiatives "there comes a time to come back and look at the fundamentals." Noting that libraries have just gone through a decade-and-a-half of severe retrenchment, Curley, director and librarian of Boston (Mass.) Public Library, said that "this has to be redressed." "We need a rebirth of the library movement in this country," he declared,

adding that ALA "must help this country come to a new and better appreciation and support for what libraries are all about."

Following their opening remarks the candidates responded to a dozen questions, both submitted in advance and from the floor. Asked what was the most critical issue facing libraries today, Hogan identified funding, challenges to intellectual freedom from the far right, and threats to access to information stemming from privatization and attacks on fair use. Curley responded by declaring that libraries are facing a crisis of "meaningful survival," adding that we "must reassert the central place of libraries in this information society."

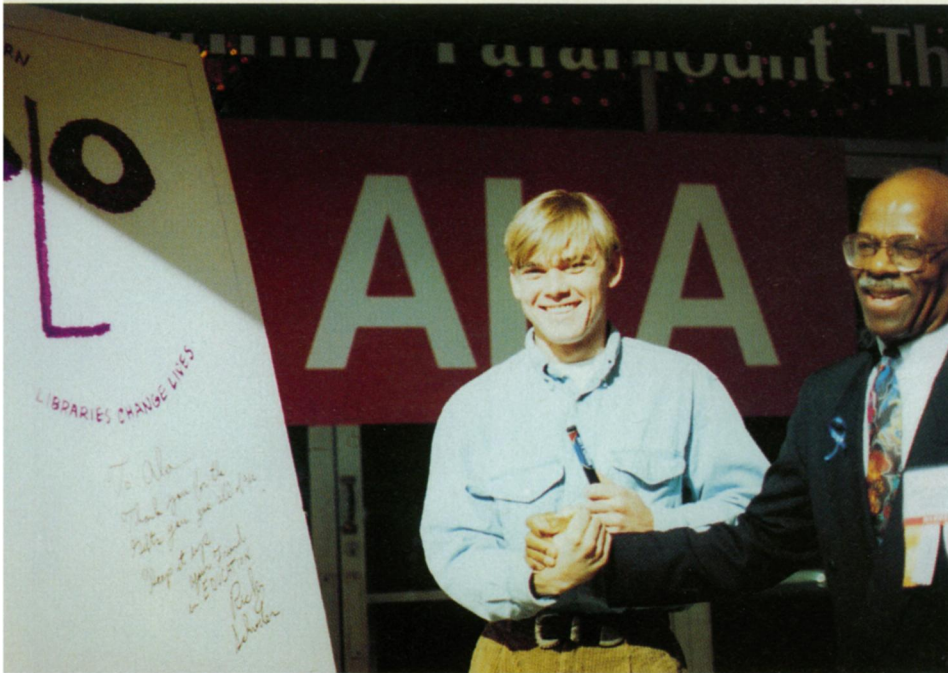
In his closing statement, Curley pointed out that during the past 12 years "the will of the people we serve has been thwarted by our government." The new administration, he said, offers "an increased opportunity to rearticulate the truly idealistic mission of libraries." Hogan concluded by re-emphasizing the need to fulfill the four commitments she stressed in her opening remarks. "We have the will, we have the people power to succeed if we concentrate our efforts and work together," she declared (see p. 278,279).

COA promises "flexibility" in applying new standards

As anxious as graduate students desirous of good grades, a roomful of concerned library educators gathered at a Saturday night open hearing to learn how the Committee on Accreditation proposed to apply its new standards to their schools (*AL*, Mar. 1992, p. 251). Promising to be "responsive to the needs of programs" and to "incorporate flexibility," Chair C. James Schmidt and committee members sought to dispell their doubts.

COA members explained they had designed the new process with an eye to settling a bone of contention between accreditors and educators—the inconvenience and expense of a COA evaluation. "I don't know how individual programs will elect to deal with the myriad of reviews to which they are, alas, increasingly subject," Schmidt commiserated. Of some comfort to library educators were the possibilities of timing the start of a COA evaluation for the school's convenience and incorporating reports done for other evaluative bodies into their presentation to COA.

Educators also won "ownership" over the confidentiality with which COA holds specific findings, though the committee stressed that surveyed deans had strongly



Friends in education Rick Schroeder and ALA President-elect Hardy Franklin celebrate before the world premiere of Schroeder's latest movie, "Call of the Wild," and the launching of ALA's 1993 "Write for America's Libraries" testimonial campaign. Signing an oversized postcard, Schroeder wrote: "To ALA—Thank you for the gifts you give all of us. Keep it up. Your friend in education, Rick Schroeder." The movie will air Apr. 25 on CBS.

avored full disclosure. Other areas of flexibility included a provision allowing COA to substitute a "validated alternative" to a campus site visit, though Schmidt admitted his inability to "articulate the cookbook recipe of what the single and only allowable validated alternative would be." When University of Hawaii library school Dean Miles Jackson expressed interest in that possibility, Schmidt teased that Hawaii may be the only school for which "that option is not available."

The timetable for implementation caused several attendees more chagrin than the accreditation process itself. Schmidt offered assurances that the first site visits under the new standards (which went into effect Jan. 1) would not occur until fall

1994. Jane Robbins, former COA standards subcommittee chair, worried aloud how the first programs up for accreditation would cope, since COA would not issue procedural guidelines until fall 1993.

"This is not brain surgery," UT/Austin GSLIS Dean Brooke Sheldon said, urging educators to "trust the collegial process." Echoing Sheldon, past COA chair Charles Bunge pointed to the draft guidelines' "more positive" tone, and suggested that library educators need no longer feel ALA accreditors were "trying to zap the school."

Hearing on difficult books comes down to Sex

What had been announced as a hearing on access to "difficult" books wound up as a forum on how six libraries handled just one title: the stickiest acquisition of recent years, Madonna's *Sex*. Intellectual Freedom Committee Chair Candy Morgan said the hearing's purpose was threefold: to give recognition to staff and boards that endure challenges; to demonstrate to librarians who feel "it's lonely out there" that others have the same problems; and to demonstrate how the challenges were handled "in case it happens to you."

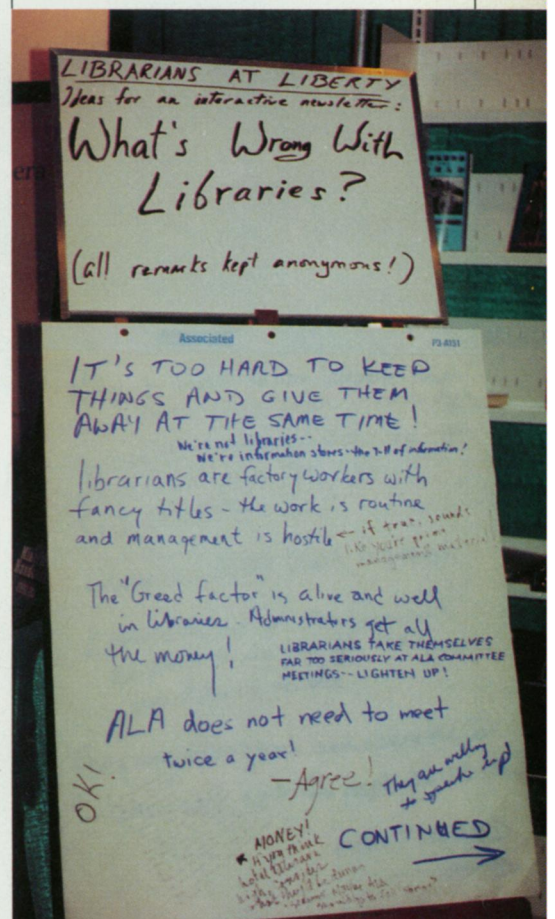
When *Sex* hit number one on the *New York Times* bestseller list, the Downers

Grove (Ill.) Public Library automatically purchased it; when people objected, Director Christopher Bowen told them that when a title becomes the most popular book in the country, people have a right to see it. Bowen said that his biggest concern was that none of his colleagues at nearby libraries had purchased it, since "there is safety in numbers"—in previous challenges he had been able to show that the book was held by other members of the Suburban Library District, but this time other local libraries claimed they were waiting for reviews to appear.

A similar view was expressed by Boston Public Library Director Arthur Curley, who said that large libraries should be held responsible for resisting censorship pressures. Curley said that when he was a small-library director, it was hard to explain why he bought things that Boston PL chose not to: "How can you make a case that something doesn't belong in the library when it's one out of six million?" Surprisingly, he said that BPL had no process for reviewing a challenged title selected by staff, since "I will not insult the trust that I have in them by second-guessing their decisions." ☞

Placement Center statistics

Job seekers outnumbered jobs at the Midwinter Placement Center 483 to 395 this year, a slightly narrower margin than Midwinter 1992. The largest disparity occurred in the "General and Subject Reference" category, where 183 job seekers looked at 59 job offerings. Seekers also outnumbered jobs in the "Technical Services" category, but the reverse was true in "Youth Services," which held 47 openings but attracted only 36 job seekers.



The CRISES Alternative Press exhibit featured a low-tech bulletin board.

Director Sharon Hammer said Ft. Vancouver (Wash.) Regional Library added two copies of *Sex* to its collection—but only after making sure that Rush Limbaugh's recent book was circulating. Handling the flood of complaints has been extremely time-consuming, said Hammer, but "the fact that we are willing to open up our policies has helped us regain the middle"—people who generally support intellectual-freedom principles but are confused over materials they find particularly offensive.

Spokane (Wash.) Public Library purchased *Sex*, but Director Dan Walters admitted that the library made a lot of concessions—notably restricting it to in-library use only. Although the library had never done that with a bestseller, Walton said "we would have been lynched if we had circulated it freely," adding that the library is in the midst of a building campaign. Walters concluded that the experience had been an eye-opener on what such trade-offs mean politically.

The Public Library of Des Moines, Iowa, was the birthplace of the Library Bill of Rights, so the library held its ground and retained *Sex* despite opposition from fundamentalist groups. Director Elaine Estes' advice: anticipate questions and be prepared with answers for yourself and your spokespersons; when considering controversial materials, look at reviews, patrons' requests, and similar works held by the library; determine how to work with the media ("It's important to realize that lengthy philosophical discussions are not going to happen"); and review policies with staff constantly.

The sixth presenter, King County (Wash.) Library System's Bill Ptacek, showed a video compilation of local media coverage of the controversy surrounding his library's purchase of *Sex*.

Top automation executives view technology trends

Twelve chief executives from leading library automation companies speculated on the future at "RMG's Third Annual President's Seminar: The View from the Top." And close to 200 Midwinter-goers took advantage of the opportunity to soak in the resultant competitive wisdom.

Emcee Rob McGee, president of RMG Consultants, cosponsor of the event, called the seminar "unique in the field" and laid the speakers' ground rules: One minute about the company and eight to ten minutes apiece to "address industry issues *only*." Panelists were selected based on market share, accord-

Rylant, McCully win 1993 Newbery, Caldecott medals

The 1993 winners of the "Academy Awards" for children's literature were announced Mon., Jan. 25, at a Midwinter Meeting press conference sponsored by ALA's Association for Library Service to Children (ALSC).

Cynthia Rylant's *Missing May* won the Newbery Medal for "most distinguished contribution to American literature for children." Sara L. Miller, chair of the Newbery Award Selection Committee, praised the book as a portrayal of the "journey from grief to an understanding that love is never truly lost." Published by Orchard Books, the book was edited by Richard Jackson.

The winner of the 1993 Caldecott Medal for the "most distinguished American picture book for children" is *Mirette on the High Wire*, which was both illustrated and written by Emily Arnold McCully. According to Jane Botham, chair of the Caldecott Award Selection Committee, McCully's "vivid impressionistic watercolors bring nineteenth-century Paris to life with the story of Mirette, a spirited risk-taking little girl [who] enables the once-great Bellini to conquer his fear." *Mirette* was published by G. P. Putnam's Sons and edited by Arthur Levine.

Named as Newbery Honor Books were *The Dark Thirty: Southern Tales of the Supernatural* by Patricia C. McKissack, *Somewhere in the Darkness* by Walter Dean Myers, and *What Hearts* by Bruce Brooks. The Caldecott Committee also named three Honor Books: *Seven Blind Mice*, illustrated and written by former Caldecott medalist Ed Young; *The Stinky Cheese Man & Other Fairly Stupid Tales*, illustrated by Lane Smith; and *Working Cotton*, illustrated by Carole Byard.

King awards to African-Americans

Also announced at the pressconference were the winners of the Coretta Scott King Awards for "outstanding books by African-American authors and illustrators whose works promote an understanding and appreciation of all cultures." Patricia C. McKissack and Kathleen Atkins Wilson were honored, McKissack for *The Dark Thirty: Southern Tales of the Supernatural* (which was also named a 1993 Newbery Honor Book) and Wilson for illustrating *The Origin of Life on Earth: An African Creation Myth*, which is her first book.

Selected as King Author Award Honor Books were: *Mississippi Challenge* by Mildred Pitts Walter, *Sojourner Truth: Ain't I a Woman?* by Patricia and Fred McKissack, and *Somewhere in the Darkness* by Walter Dean Myers. The awards committee also chose three King Illustrator Honor Books: *Little Eight John*, illustrated by Wil Clay; *Sukey and the Mermaids*, illustrated by Brian Pinkney; and Caldecott Honor



ALSC President Kathy East discusses Caldecott Honor Book *The Stinky Cheese Man* with radio producer Scott Schlegel for National Public Radio. Other press coverage of the award-winning books included a Jan. 26 segment on NBC's "Today Show."

Book *Working Cotton*, illustrated by Carole Byard. The awards are sponsored by ALA's Social Responsibilities Round Table.

Also recognized for quality

ALSC's second annual Distinguished Service Award of \$1,000 went to Augusta Baker. "During and after her long career at the New York Public Library, Mrs. Baker has inspired several generations of professionals in introducing children to the world of books and storytelling," said awards committee chair Gayle Cole.

The Pool Party won the third annual Andrew Carnegie Medal for Excellence in Children's Video. Distributed by Fast Forward in San Francisco, Calif., the 28-minute video is based on *A Summer Life* by Gary Soto.

M. E. Kerr was named the fifth recipient of the School Library Journal/Young Adult Library Services Association's Margaret A. Edwards Award. Kerr was cited for four books (*Dinky Hocker Shoots Smack!*; *Gentlehands*; *Me Me Me Me Me: Not a Novel*; and *Night Kites*) that "address tough current issues without compromising and with a touch of leavening and humor," according to awards committee chair Marion Hargrove.

Margaret K. McElderry, vice president of Macmillan Publishing Company and publisher of Margaret K. McElderry Books, was named the 1994 May Hill Arbuthnot Honor Lecturer. McElderry was cited for her 47-year publishing career, during which she produced a host of award-winning children's books. Libraries interested in hosting the lecture should send a postcard by May 15 to ALSC c/o ALA Headquarters.

ing to a survey by Frank Bridge, published in the Apr. 1, 1992, issue of *Library Journal*, co-sponsor of the seminar.

"We're going to see fewer vendors" in the future, NOTIS's Jane Burke predicted. "We're entering the era of the multi-vendor open system," she added, saying it was important for libraries to be able to separate automation system functions according to whom they are for, client or staff.

Burke's advice for automation planning: "Don't buy any more dumb terminals."

Future ALA meetings

- Annual Conference
New Orleans, June 24-July 1, 1993
- Midwinter Meeting
Los Angeles, Feb. 4-10, 1994
- Annual Conference
Miami, June 23-30, 1994

The ALA Executive Board has delayed finalizing all other projected meeting sites from 1995 onward in light of Council's decision to negotiate contracts only with cities that do not discriminate on the basis of sexual orientation. Conference Services is also looking at the possibility of regularly scheduling Midwinter in Washington, D.C., during election years.

ALA member Gary Klein discusses Amendment Two with Focus on the Family exhibitors Doug Sommer (center) and Randy Hicks. The Christian publisher was singled out at an anti-Two rally for its conservative stand on gay rights. Unsurprisingly, Hicks told AL that his firm supports equal rights and backs Two for barring "minority status to homosexuals."



She, DRA's Michael Mellinger, and others also emphasized the importance of standards.

"The Bells will perhaps bypass libraries and go directly to users" to control the information infrastructure, said Mellinger, urging that "information access must be transparent and easily accessible." He emphasized Z39.50 compliance and the need for "communication with disparate systems."

Ward Shaw of CARL Systems offered perhaps the most optimistic view of the fu-

ture with his prediction of "user friendly everything."

Other participants were: C.J. Von Drehle of Inlex, Charles Farley of Gaylord, Vinod Chachra of VTLS, Kate Noerr of IME, Madeleine Balcer of MultiLis, Michael Ham of CTB, Paul Sybrowsky of Dynix, Jean-Pierre Sakoun of GEAC, and Steve Silberstein of Innovative Interfaces, who raised a few hackles by suggesting that assessing "vendor viability" was a simple matter of "dividing the number of sales by the number of employees." (Cont. p. 259)

Now available from Brodart:

3M Tattle-Tape™ Strips for your Library Security Systems.

LOW PRICES! – QUICK SERVICE!

SAME DAY SHIPPING of the most widely used Security Strips to secure ALL your media, circulating *or* reference. Ideal for non-magnetic media: books, periodicals, and CD's *or* your magnetic media: video and audio cassettes, *all without fear of damage.*



To place an order or to request our 1993 Catalog:

Phone 1-800-233-8959 or Fax 1-800-283-6087

BRODART • 1609 Memorial Avenue • Williamsport, PA 17705

(Cont. from p. 230)

Council, Executive Board highlights—Midwinter Meeting 1993, Denver

Presided over by ALA President Marilyn L. Miller, assisted by Vice-president/President-elect Hardy R. Franklin, ALA Council met three times at the Colorado Convention Center in Denver during Midwinter Meeting 1993. Out of these meetings came ALA's joining the national boycott of Colorado over the passage of the anti-gay rights Amendment Two to the state constitution, as well as a number of other significant resolutions stating the Association's position on national and international issues of concern to the profession. Highlights of those actions, along with a number of debates over ALA's internal affairs, are encapsulated below.

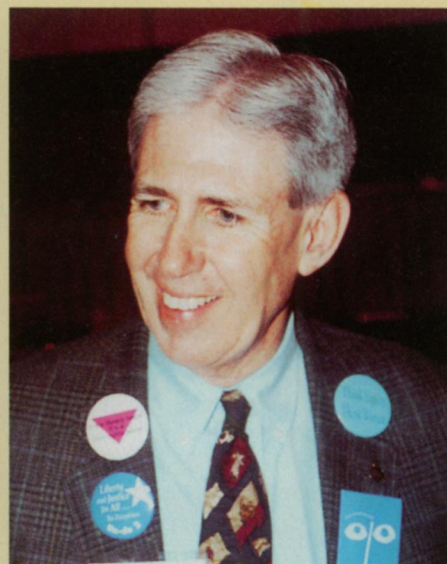
Council I: An efficient kick-off

Little in Council's first session, Jan. 25, foretold of the volatile issues that would arise in its second and third. A motion by Irene Hoadley and David Henington to change the function of the ALA Executive Board from management to governance (CD#22) was swiftly referred to the Special Organizational Self-study Committee, after Regina Minudri questioned the value of looking at the role of the Board "piece-meal."

Councilors Robert Rohlf, Susan Goldberg, and others pressed President Miller into a discussion of her proposed "Billions of Bucks for Billions of Books" initiative (CD#44). Rohlf pointed out that the project "seems to be coming from the top down" instead of being "grassroots" as claimed. Miller cited the work of the Frederick Marketing Group (CD#41), consultants on the project, and agreed that it must be "locally based."

"Billions of Bucks"—along with the concept of ALA presidential initiatives in general—became a much-debated issue at Midwinter (see p. 222, 264). Miller later said at a press briefing that the opposition of ALA's Public Library Association and resistance from chapter members may be sounding the death knell for her initiative, but "I'm not worried about looking bad. We had an idea, we tried it, and if it doesn't go anywhere at least we tried."

Council consented to motions that the 1992 revised version of the Association of College and Research Libraries' Policy on Faculty Status be placed in the ALA Policy Manual (CD#9.1). After some debate over



Councilors elected to the ALA Executive Board: Mary Somerville and Charles Beard

the need to place division policy in the manual, Council concluded that doing so strengthened the policy. Policy Monitoring Committee Chair Norman Horrocks then reported on a number of other policies that had been codified (CD#24).

Following its first session, Council heard briefly from candidates for the Executive Board—Charles Beard, Mary Somerville, Gail Warner, and Samuel Morrison (who did not attend Midwinter because of the Colorado boycott and was represented by John Tyson). Beard was subsequently elected to assume immediately the post left vacant by the election of Ann Symons as ALA treasurer. Somerville was elected to a four-year term to begin at Annual Conference in June.

In other actions, Council:

- Voted to maintain the current way of distributing Executive Board documents (with attachments), and that Council documents be distributed without attachments, which are available to ALA members upon request (CD#5.1).
- Received a report on the implementation of 1992 Annual Conference actions (CD#11).
- Heard from Nominating Committee Chair Mary Somerville (CD#29), who announced petition candidates for Council (see p. 275).

Council II: AL flap, Amendment 2 opposed

The moment Councilor Herb Biblo moved at Council II, Jan. 26, "that the ALA president appoint a committee to review the circumstances surrounding the editorial in the January 1993 issue of *American Libraries*" (CD#38), the tension surrounding the issue broke loose. Council moved to become a

committee of the whole for discussion, and Norman Horrocks assumed the role of chair. One after another, councilors stepped up to the microphones to vent the "anger," "frustration," "hurt," and "trauma" they'd experienced over the editorial.

Councilor Tony Leisner, author of the unpublished article that was the subject of *AL* Editor Tom Gaughan's editorial (*AL*, Jan., p. 4), spoke in defense of Gaughan's position, claiming "my right to criticize the [ALA Executive] Board was squelched." Saying Council had a "right to know," Leisner named former ALA president and current member of the *AL* Advisory Committee Patricia Wilson Berger and former Executive Board member and current candidate for ALA president Sharon Hogan as the two people who threatened to sue Gaughan for libel if he published Leisner's article berating the Executive Board for excessive conference expenses.

Leisner said the Board "ordered changes" in the article after it had been accepted for publication, but he maintained that the content of his article was "no longer relevant." He said EBD#12.2 (CD#33), a revised version of the document that first raised the issue of conference expenses at the Board's fall meeting (*AL*, Dec. 1992, p. 965), had cleared up his concerns. What mattered now, according to Leisner, was the fact that *AL*'s editor had been intimidated into pulling the article, an action that flies in the face of ALA's policy of editorial freedom.

Two trains of response emerged: those who denounced the editorial and those who wanted answers. Among the denouncers were Executive Board members Miller, Symons, J. Dennis Day, Betty Turock, Nancy Bolt, Agnes Griffen, Judith Sessions, and

Official resolutions in this report are paraphrased. Council documents (CD#) may be requested from Council Secretariat Lois Ann Gregory-Wood at ALA Headquarters; Executive Board documents (EBD#) may be requested from Executive Board Secretariat Emily Melton. Enclose a self-addressed, stamped envelope.

Immediate Past President Patricia Glass Schuman.

"I do not believe when you serve the Association you should be open to libel," Schuman said. She maintained that "since my theme [as president] was 'the Right to Know,' Council has the right to know that the charges [in the unpublished article] were false." She also said the Board never ordered changes to the article and was never asked whether or not Gaughan had legal counsel.

Bolt concurred. Leisner had been asked to correct the facts in his piece, she said, citing ALA policy requiring the editor to "print full and accurate information"; it was Gaughan's decision to withdraw it. Miller said she was "truly puzzled" by Gaughan's "mean-spirited allegations" and called for "the healing process" to begin.



Councilor Tony Leisner defended his "right to criticize the Board."

"I will never sue anyone," said Griffen. "None of us [on the Executive Board] ever ordered any changes. None of us threatened or intimidated the editor." Turning to Leisner, she added an emotional plea for an apology, saying, "I am the one who recruited you to Council, and I won't say I'm sorry . . . , but I hope some good will come out of this."

Miller announced that she would respond in print to Gaughan's editorial (see p. 276).

Elizabeth Futas, former editor of *RQ*, asked, "Why allude to an article you pulled?" Had she done so, she claimed "RASD would have fired me and would have had the right to do so." A sizeable number of councilors applauded. Regina Minudri announced that the article "should have been a letter to the editor."

Marvin Scilken called for an outside investigator and a report to Council at Annual Conference, but Herb Biblo said he would have "more confidence in an ALA committee than a lawyer or consultant. The 55,000 members who read that editorial are wondering what the hell is going on."

Virginia Chapter Councilor Thomas

Helman called for a "more civil tone to the proceedings." The Executive Board should be held accountable, he said, and the allegations may be "the necessary heat that comes from being in the kitchen."

Maryland chapter councilor Sandra Stephan asked, "What is all this? That's what our constituency wants to know. Why are we threatening to sue one another?"

Kathleen Balcom said, "Do you want to nail individuals to the wall or identify areas where procedures stop the Association from moving toward goals?" Balcom put forth a substitute resolution that was ultimately adopted in modified form, calling for the Executive Board to "prepare for Council a summary of those operational issues and policies that appear to be at the heart of Council's concerns" and to report at Annual Conference "with recommendations to address members' concerns." Although Gail Schlachter and Irene Hoadley spoke for inclusion of the *AL* Advisory Committee in the process, their idea was rejected and it was resolved that the Publishing Committee will investigate aspects of the incident related to *AL*.

Gaughan, who was present throughout the discussion, was not invited to speak.

From tumultuous internal affairs, Council moved quickly to a far clearer and easily passed resolution: "That ALA condemns the spirit and effects of Colorado Amendment Two; that ALA move the site of its 1998 Midwinter Meeting from the state of Colorado" with notification to the mayor, the board of tourism, and the press (CD#39).

Although Councilor Robert Holley questioned the implications for states with sodomy laws, a second resolution (CD#40) passed quickly, stating that ALA "will enter into conference-site contracts only with organizations and legal bodies in cities, counties, and states that do not by law discriminate against lesbian, gay, and bisexual people."

ALA Treasurer Symons lent a calming air to Council's second meeting with her concise report (CD#16, #16.2). The Association's "impressive" \$9.8 million net worth, she warned, is countered by the fact that its revenues are decreasing faster than expenses.

Symons advised, as previous treasurer Carla Stoffle had in years past, that Council must decide "what you're willing to give up." She reiterated Headquarters' need for a chief financial officer and said, "Short of winning the lottery, staff will be forced to bring out the red pen to balance the '93 budget." She urged Council to identify "what you want to dump. Business as usual is not an option."

Additional Council proceedings included:

- A resolution urging Congress to approve a supplemental appropriation for FY 1993 to make up for a projected budget

shortfall and avoid the drastic cuts planned for the Government Printing Office (CD#27.1). The resolution also encourages the Public Printer to consult with depository libraries about making the depository program more cost effective.

- An impassioned plea by J. Dennis Day for "immediate assistance" to the Freedom to Read Foundation (CD#6). School and public libraries, said Day, are "the focal point of a war on the right to know" being waged by "the extreme right." The war is "highly organized, well-funded, and systematic," he said. Executive Board member Judith Sessions came forward with a \$1,000 donation; other contributions followed.

- The first resolution of a Publishing Committee report (CD#18, #18.1) calling for the discontinuation of inclusion of Council voting records in *American Libraries* as a cost-saving measure. A motion to publish only those representing a divided house was also presented. Both motions failed.

Council III: Policy and confidence

Council's final Midwinter session, Jan. 27, began with a statement of confidence from Councilor Mary Sherman, expressing "appreciation to Past President Schuman, President Miller, and members of the Executive Board for their dedication to working for the betterment of ALA and libraries everywhere. Sometimes they are right and sometimes they are wrong; they are, however, human beings; they give long volunteer hours and they give their best. Thank you for working for us, for taking the heat, and for striving to improve our Association and our profession." Hearty applause followed her tribute.

Issues of Association policy and international concerns dominated the session, beginning with a report (CD#25.2) from



Councilor Elizabeth Futas was one of many angered over an *AL* editorial.

Nancy John, chair of the International Relations Committee. She emphasized the need for Council to refer resolutions to IRC when they are related to international relations, leading to a discussion of what Councilor Charles Bunge referred to as "the embarrassing situation" caused by Council's passage of a resolution on Israeli censorship at Annual Conference last year (CD#25).

Although the resolution could not be rescinded because it had already been widely distributed, Council agreed to refer it to IRC for "study and recommendations, and that the parties previously informed of the resolution be told that ALA has referred the matter to IRC."

During John's report, Council also passed a resolution condemning violation in former Yugoslavia of the Universal Declaration of Human Rights of the U.N. General Assembly and expressing "support and solidarity" with "colleagues in Croatia, Bosnia, and Hercegovina in their efforts to restore access to information" (CD#37). Serbia was censured for its "relentless destruction of libraries."



International Relations Chair Nancy John called for review of Israeli resolutions.

Foreign affairs arose again during a report by Membership Committee Chair Kay Cassell (CD#14) when she proposed that the lower foreign-dues category for personal membership be discontinued. Councilors expressed sympathy for members living in countries with low-value currency compared to the dollar, and the committee was asked

to take another look at the issue and try to find a more creative solution.

The Membership Committee also proposed that the dues structure be changed to shorten to three years the time between first-year membership dues of \$38 and regular membership of \$75, with \$57 for the second year. Council approved that proposal along with a change for chapter and other non-profit organizational membership to \$75.

Member best-interests were again the topic of discussion during a report to Council from the Constitution and Bylaws Committee (CD#15). Councilor Beverly Lynch moved that the committee be instructed to change the ALA bylaws to require a quorum of 1% of the total Association membership to be present at Annual Conference Membership Meetings in order to take action. Lengthy discussion ensued.

Joseph Boisse agreed with Lynch: "It is not good for a membership group smaller than Council to be able to overturn resolutions of Council," he said. Councilor Bunge also agreed, saying that small numbers at a membership meeting constituted "the illusion of democracy."

Among those objecting was Councilor Herb Biblo, who pointed out that 1% of the membership—some 550 people—was unlikely to show up, and "in essence, what you'd be doing is eliminating the Membership Meeting for the time to come."

Councilor Blanche Woolls and others pointed out that this resolution would have to be voted on by membership, regardless of what Council decided. "Put it on the ballot and let the members decide," she said. The resolution passed.

During the report of ALA's Intellectual Freedom Committee (CD#26-#26.5), Chair Candace Morgan offered a resolution in which ALA would reaffirm its opposition to discrimination based on gender or sexual orientation. Councilors aired concerns over proposed changes in wording to the Library Bill of Rights (CD#34) to include the words "gender and sexual orientation."

While there was agreement that ALA must oppose such discrimination, there was wholesale disagreement over whether or not to tamper with the Library Bill of Rights, because its very lack of specificity had served well when libraries employed it to fight challenges to library material.

Regina Minudri, a former ALA president, argued that "I've never before spoken on an issue that affects me so deeply and so personally. I am a lesbian," she said, pointing out that she is protected in her place of employment, Berkeley (Calif.) Public Library, but that "not everyone is so lucky."

ALA's Young Adult Library Services Association Councilor Pamela Klipsch was among those who argued persuasively against changing the Library Bill of Rights without massive input. She equated the issue



Intellectual Freedom Chair Candace Morgan cautioned against hasty tampering with the Library Bill of Rights.

to other equal-rights issues including racial equality, women's rights, the rights of people with disabilities, of the poor and disadvantaged, and of young people.

The motion finally passed was "that ALA strongly reaffirm the rights of individuals of any sexual orientation and gender to library services, materials, and programs." IFC was instructed to develop an interpretation of the Library Bill of Rights that addresses the issues of sexual orientation. Council also passed a resolution supporting federal legislative action to protect all people from such discrimination (CD#46).

Council then passed a resolution of commendation for President Clinton (CD#26.3) for his executive order repealing the ban on abortion counseling at federally funded clinics.

Committee on Legislation Chair Thomas Hart presented a number of items to Council (CD#27-27.4) including two resolutions, which passed—one supporting access to government information, regardless of its format, and another opposing the possible closing of the Natural Resources Library of the Department of the Interior.

Hart urged that ALA hold Midwinter in Washington, D.C., every fourth year, following a presidential election when one third of Congress is new. "We should be in D.C. now," he said.

Chair Karen Whitney's report for the Committee on Organization (COO) (CD#28, #28.1) resulted in passage of several resolutions. The Standing Committee on Review, Inquiry, and Mediation was officially discontinued and a task force established, as Whitney put it, "carefully, so we don't pro-

duce SCRIM junior." Whitney said ALA members who called Headquarters with SCRIM-related questions would now be referred to the Office for Library Personnel Resources.

COO presented a proposal to limit the term of appointment for members of the Committee on Accreditation to four years, "once in a lifetime," and another to change the bylaws accordingly, which passed.

The last touchy issue of Midwinter was a resolution (CD#48) chiding ALA's Social Responsibilities Round Table for being "extremely critical of McDonald's, a corporation currently working in partnership with the Association for Library Services to Children on a nationwide reading campaign." The resolution calls for ALA to counteract SRRT's action by expressing appreciation for the efforts of McDonald's.

Councilor Mary Jane Anderson said it was wrong of SRRT to "impugn the motives" of the company and jeopardize ALA's ability to court corporate sponsors.

Marvin Scilken maintained that McDonald's was "filling kids' veins with fat" and getting free publicity to do it. Christina Carr Young countered that the reading program was also "raising their intelligence levels so they can learn to lower their own cholesterol!"

Other councilors urged their colleagues

not to "muzzle" SRRT, because it is often ahead of the rest of the Association on social issues. It was generally agreed, however, that SRRT should have voiced its objections to Council and not directly to the president of the company as it did. The motion to apologize passed.

In other actions, Council:

- Congratulated U.S. Information Agency libraries on their 50th anniversary (CD#25.3).

- Referred back a motion by the Publishing Committee (CD#18) to name ALA's executive director as publisher of *American Libraries*, calling for a definition of the term "publisher" as it pertains to all of ALA's publications. The committee's draft evaluation of *AL* contained an invitation to send comments by Apr. 1, the final report to be presented at Annual Conference.

- Referred the Publishing Committee's request for loosening of the salary listing requirements on classified job ads in *AL* to the Office for Library Personnel Resources, the Committee on the Status of Women in Librarianship, and the Minority Concerns Committee for review.

- Adopted the leadership development program for ALA committees outlined in CD#14.1 and urged COPES and the Executive Board to fund it, with an effectiveness report to be delivered at Annual Conference 1995. The program continues the committee internships begun in 1988.

- Approved the American Film and Video Association's bid for affiliation with ALA (CD#36). AFVA plans to cooperate with the ALA Video Round Table to co-sponsor programs.

- Referred a resolution to designate 1996 as the "Year of the Computer" (CD#45) to COPES for financial implications.

- Consented to three proposals from the Minority Concerns Committee (CD#19): that it subsume the charge of the special President's Committee on Cultural Diversity and change its name to the Council Committee on Minority Concerns and Cultural Diversity, that the committee prompt the publishing and availability of ALA Headquarters affirmative-action statistics, and that it again look into plans to implement the policy on library services for the poor (CD#17) adopted by Council three years ago.

- Voted during the COO report to establish the Library Support Staff Round Table, with referral to COPES for financial implications, and to enlarge the Nominating Committee to nine members.

- Defined the terms "discussion group" (CD#28) and "task force" (CD#28.1) for ALA organizational purposes.

- Elected Robert Gordon Vosper to honorary membership in ALA, as recommended by the Executive Board, to be presented at Annual Conference.

- Instructed the Executive Board to ac-

cept EBSCO's offer of \$10,000 to establish the EBSCO/ALA Conference Scholarship (CD#47) and learned that some \$9,000 is still needed to meet the goal for establishing the Hornback scholarship.

Executive Board

In addition to examining nearly all the Council agenda items described above, the ALA Executive Board analyzed a wide range of Association business during Midwinter. Attending were: President Marilyn L. Miller, Vice-president/President-elect Hardy R. Franklin, Treasurer Ann K. Symons, Immediate Past President Patricia Glass Schuman, ALA Executive Director and secretary to the Board Peggy Sullivan, Betty J. Blackman, Nancy M. Bolt, Cesar Caballero, Bruce E. Daniels, J. Dennis Day, Agnes M. Griffen, Judith A. Sessions, and Betty J. Turock. Items sent to Council with little or no debate and reported above, along with business conducted in closed session, are not repeated in the highlights below.

Session I: Midwinter wonderland

ALA is too big for Denver anyway, ALA Director of Conference Arrangements Paul Graller told the Executive Board at its first Midwinter session Jan. 23. Although he offered the information to support the growing pressure to move the scheduled 1998 Midwinter Meeting out of Denver to protest Colorado's passage of Amendment Two, Board members Patricia Schuman and Betty Turock quickly emphasized that ALA must stick to the boycott on principle, not on practicality: "I wouldn't want to come back to Denver if they could house *Annual*," said Turock.

The Board then voted that the Association should not consider any site in Colorado as a future conference site for ALA or any of its units until Amendment Two is either overturned by the courts or repealed by the voters (EBD#1.11). Day and Bolt (who is State Librarian of Colorado) dissented, Bolt saying she "went ballistic" when she got an e-mail message calling Colorado "the hate state" and that it was unfair to punish Denver and other cities that had voted against the amendment.

Graller was also instructed to begin negotiations with Washington, D.C., to determine the feasibility of moving Midwinter '98 from Denver to the nation's capital. He will also reexamine all site commitments from 1995 onward (EBD#12.6).

Consultant Denver Frederick then talked to the Board about work he had done on the "Billions of Bucks for Billions of Books" initiative of President Miller. He emphasized the enthusiasm of the banking community and the need to proceed with the pilot project planned for Pittsburgh. Bruce Daniels expressed the concern of ALA chapters about not yet being consulted, and Turock



Council established the Library Support Staff Round Table during a report by Committee on Organization Chair Karen Whitney.

warned, "The negativity could build..." Potential problem areas were outlined: Is the dollar goal too high? How would the structure of the planned trust jibe with foundation rules? How would the earnings on it be distributed in order to maintain local control over local money?

F. William Summers, chair of the Special Organizational Self-Study Committee, introduced consultant Dadie Perlov, who was later introduced to Council. They invited input and projected completion of the self-study by Midwinter 1994 (EBD#7.1).

The Board also discussed the status of insurance protection for legal actions against ALA staff, prompted by Tom Gaughan's editorial in the January *AL*. "We need to talk, negotiate, and clarify," said Miller (see p. 259). Sullivan added that she felt insurance could be improved but never made fool-proof, since insurance companies are wary of internal suits. Day suggested separate insurance for the editorial staff.

In other actions, the Board:

- Confirmed electronic votes taken since the fall Board meeting, among them: defeating a motion to provide a complimentary suite for the past-president at conferences (EBD#1.6), joining in an *amicus curiae* brief supporting Texaco's appeal of a decision related to fair-use photocopying of copyrighted journals (EBD#1.9).

- Heard an auditor's report—for the period ending Aug. 31, 1992 (EBD#3.1)—from John Pack, of Ernst and Young. Asked to identify any trends he may have observed, Pack pointed to a membership increase of 3,200, rising subscriptions, and an excellent return on endowments. Although Treasurer Symons downplayed the \$800,000 "excess in revenue" in the report, Pack said it does "add to the fund balance and to the viability of ALA."

- Recommended Council approval of the Standing Committee on Library Education's statement on "Education for Library and Information Studies in U.S. Universities" (EBD#10.8).

- Got a progress report (EBD#7) from Jane Robbins, chair of the President's Special Committee on Project Century 21, in which she said the committee has put out a call for information about organizations that "provide a service for a broad base of users using technology and evaluating this from the standpoint of users (see p. 277)."

Session II: What is a publisher?

A definition of "publisher," said Board members, is needed before the ALA executive director is specifically named as "publisher" on the *American Libraries* masthead. That naming, along with other recommendations from the Publishing Committee (EBD#10.12.1, #10.12), presented by Chair Sharon Rogers, were debated at the second Executive Board session, Jan. 25.

The committee's recommendation that



AL save money by discontinuing its annual publication of the Council vote tally was approved by the Board (though later rejected by Council).

J. Dennis Day's presentation of the Washington Office program review report (EBD#5.8) was well received, and Board members concurred with his assessment that "we have a slingshot and we're competing against cannons on these issues." He noted that there have even been instances of ALA members lobbying against ALA-supported legislation and representing themselves as speaking for the Association.

The report calls for "increasing the support of the office from 2.4% of the ALA budget to 2.8%," along with a number of specific recommendations for changes in operation. Nancy Bolt argued that, though the report was splendid, these sorts of program reviews usually produce no change and the Board ought to overhaul the way the reviews are handled (EBD#10.14.2).

The Board also:

- Authorized staff to proceed with three grant applications: King Arthur exhibits (EBD#6.4), Rural Communities (EBD#6.5), and Environmental Images (EBD#6.6).

- Approved the Public Library Association's request (EBD#12.4) to hold its 1996 national conference in Portland, Oreg.

- Examined what it called the "ambitious" status report on revision of the accreditation process (EBD#10.10), presented by C. James Schmidt, chair of the Committee on Accreditation.

Session III: Hashing over issues

The Executive Board spent much of its third session, Jan. 26, discussing and voting on issues that were subsequently acted upon in a similar fashion by Council: the recommendations of the Committee on Organization (COO), the Committee on Legislation, and the Intellectual Freedom Committee.

During the COO report (EBD#10.15), Board members expressed delight over the formation of the Library Support Staff Round Table, saying it was "cause for celebration" that the Membership Interest Group and the affiliate Council on Library/

Media Technicians had worked so hard together to make the round table a reality.

Office for Intellectual Freedom Director Judith Krug delivered a set of "questions for the Executive Board to consider when asked by the Freedom to Read Foundation to participate in litigation" (EBD#11.5). The Board found the guidelines useful and will incorporate them into its handbook.

Peggy Sullivan updated the Board on events at Headquarters related to the Colorado boycott. The Headquarters library, she said, received 64 calls and letters—63 of them against coming to Denver. She emphasized the demands on staff time of both the Colorado controversy and the controversy over board expenses prompted by Councilor Tony Leisner.

A discussion of the still-vacant position of director of ALA's Development Office led quickly to "Billions of Bucks," with the Board noting that some ALA members saw the "Bucks" campaign as competing with overall development. "I have heard so much consternation about 'Billion Bucks' this week," said Nancy Bolt.

"The acrimony has died down," IFC Chair Candace Morgan told the Board, in connection with the Intellectual Freedom Committee's guidelines for the development of policies and procedures regarding user behavior and library usage (EBD#10.19). She pointed out that New Jersey librarians had been heavily involved in the guidelines' development.

Near the close of the meeting, the Board also approved a committee slate, charge, and time line for the Disaster Relief Policy Ad Hoc Committee (EBD#8.1), then thanked J. Dennis Day—whose temporary term expired at this meeting—for his service.

Session IV: Dollar daze

The lengthiest discussions at the Board's fourth and final meeting of Midwinter, Jan. 28, centered on various aspects of money management, beginning with the search for a new executive director for the Association (EBD#1.8).

The new director must be "a good manager who is flexible and can deal with

Executive Board members at the exhibits opening: Dennis Day, Patricia Schuman, Bruce Daniels, Judith Sessions, Cesar Caballero, Ann Symons, Exhibits Chair Nancy Schwartz, Marilyn Miller, Hardy Franklin, Agnes Griffen, Peggy Sullivan, and Betty Turock.

change," said Nancy Bolt, adding that by the Board's spring meeting a time line and job description, as well as decisions about who will do the search and how the selection will be made, should be in place. To Agnes Griffen's concerns about tying the search to the simultaneous self-study, Bolt said, "We can't put the Association's business aside until [the study is completed]."

Mary Ghikas presented what she called an "unusual" report from the Committee on Program Evaluation and Support (EBD#3.10), "in that we are not asking the Board to do anything." She told the Board that the role of COPES has shifted as revenue has ceased to grow, and it has been "forced to deal with the interrelationships between [ALA] units" and what they mean to budgetary decisions.

The report says the current general fund will not meet the 2.7% revenue growth target

set for 1994, and some \$500,000 in new revenue must be generated annually to conduct the present level of business (EBD#3.6). "There must be some change in this equation," Ghikas said.

ALA is "chipping away" at its programmatic, service, and administrative infrastructure, the report goes on to say. The Association "can continue to do many things with decreasing effectiveness, or it can focus its energies on a few priorities. . . ."

Board members agreed that cuts are inevitable. "It's an insidious process," said Ghikas, "that we're all familiar with from our own institutions." Sullivan pointed out the need for staff "to communicate to the 'consumer' why certain things can't be done."

Ann Symons's report for the Board's Finance and Audit Subcommittee (EBD#4.6) contained a recommendation that the Board back away from its recently adopted practice of scrutinizing grant proposals before they are submitted (EBD#11.1). "Why aren't we willing to say to staff and the executive director, 'this is your responsibility'?" asked Hardy Franklin. Betty Turock reminded the Board that it is the role of a development officer to coordinate fundraising. The Board voted to review only grant proposals larger than \$100,000.

The last money matter discussed at Mid-

winter was Board conference expenses (EBD#10.14, #12.2). Before the Board voted to review its conference budget at every spring meeting, Schuman asserted, "We need to tell staff how we want them to keep the figures. We ought to understand what the assumptions are before we end up in a mess again." A draft of guidelines for Association reimbursement of ALA member travel and expenses has been prepared (EBD#11.7).

In other actions, the Board:

- Approved the American Association of School Librarians request to hold its eighth national conference in Portland, Oreg., in 1997 (EBD#12.8) and to seek funding under Title IIB (EBD#6.8).

- Nominated John Tyson to the International Federation of Library Associations and Institutions' Standing Committee on Information Technology and James Neal to the Standing Committee on Interlending and Document Delivery.

- Formalized ALA representation on the International Research and Exchange board—the term of appointment to be four years, Marilyn Miller to continue in the position for three more years.

- Approved revisions in ALA personnel policies to prohibit discrimination based on sexual orientation (EBD#5.10, #11.6).—L.K.

Offer Your Customers Even Greater Customer Service with

The Diversifax System

- Send and receive faxes • Make telephone calls • Credit-card activated
- 24 Hours a day • 7 days a week • Fully automated
- Countertop, wall mounted, or pedestal units



Profit Sharing For greater customer service, Diversifax provides the equipment, the systems, the transaction processing, and full-service support—**for free**—and **you** share in the profits.

Call 1-800-892-0156 now for more information on the **Diversifax Public Fax/Phone Systems** and how they can benefit you and your patrons.

102 Commerce Drive • Suite 4 • Moorestown, NJ 08057