

# SRRT Newsletter

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of the American Library Association



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## FROM THE COORDINATOR

You will continue to read these little notes from me, I have been elected by Action Council to serve a third term as coordinator. Miami Beach proved to be a very interesting conference. We were greeted with the news that Betty Turock had been elected ALA President. We hope that SRRT's endorsement of her candidacy helped her winning effort.

Unfortunately, the ALA bylaws change on membership quorum rules passed by a margin of nearly 8 to 1. This change virtually eliminates ALA general membership meetings. So much for democracy, even though it was done democratically. At this conference, because no quorum could be attained, we endured membership "chats." What a sham! Shame on ALA, its leaders and members for allowing such a travesty!

The results of Action Council elections and activities are noted elsewhere in this issue. There were resolutions

dealing with various financial issues, changes in task forces, the National Information Infrastructure, and most painfully, the behavior of a colleague. SRRT's

Action Council went into executive session to discuss sensitive personal issues. The outcome was the censure of David Williams and a ban on his holding any SRRT or SRRT task force office for three years. This step was the culmination of much thought and discussion over the course of several conferences and was not entered into lightly. Although most, if not all, members of Action Council were repulsed by the necessity of this step, it was finally taken nearly unanimously.

This step does not in any way dilute the belief within Action Council and the Round Table that it is right and proper for SRRT and the American Library Association, as a whole, to speak out continually on censorship wherever it occurs -- the United States, Russia, South Africa, Great Britain, or Israel.

In addition to my re-election as coordinator, Roland Hansen remains SRRT Treasurer and Carol Barta was selected to replace the outgoing Debra Gilchrist as SRRT Secretary. Action Council wishes to extend its thanks on behalf of the entire Round Table to the following individuals: outgoing at-large Action Councilors -- Denise E. Botto, Sherre L. Harrington (both of whom served as coordinators of Action Council), Debra L. Gilchrist (outgoing secretary of Action Council), and Steven H. Murden; outgoing task force coordinators -- Theresa A. Tobin (Feminist), Donnarae MacCann (Civil Rights), and Roland C. Hansen (Gay & Lesbian); and finally outgoing newsletter editor -- Thomas L. Wilding. Thanks to all of you for jobs well done.

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## ALA SELF STUDY OPPORTUNITY FOR INPUT

-- urgent --

As reported elsewhere in this issue, there was a great deal of discussion about the ALA Self Study at the Annual Conference in Miami Beach. The Organizational Self Study Committee (OSSC) stated in its Phase I report that "ALA needs to deal with the fact that it has grown too large to function as both a direct and representative democracy."

With the bylaws change approval, requiring 1% (500+) of the membership to achieve a quorum at annual membership meetings, the members who attended the Miami membership meetings were reduced to "chatting" about crucial issues. The OSSC is now recommending that membership meetings be replaced with membership "forums." These forums would not refer matters to Council. The rationale is that a membership meeting isn't representative, "since all members can't attend." The fact that only 11,174 members (20% of the ALA membership) returned their ballots this Spring seems to have escaped the OSSC. If only 20% of the association's members vote, perhaps the quorum for a membership meeting should be 1% of 11,174, or 112 members...

The attached document was prepared by the OSSC and given to Council members in Miami Beach. Hidden within these are recommendations which - if passed - will result in substantial changes in the Association's structure. There appears to be a concerted effort to muzzle free speech, turn the Association back into an elite good old boys' network, and make it almost impossible for individual members to articulate their concerns. Rather than sweeping bureaucracy away, the hidden agenda appears to favor more control by large divisions, round tables, and chapters and less chance for the smaller (read "trouble-making") groups to have input.

There seems to be a contradiction in logic within the OSSC's documents. While extolling intellectual freedom and free speech on one hand, they wish the entire ALA to speak with one voice. While shaking their heads over turf wars between units, they recommend forcing all ALA members into divisional membership (despite the fact that 40% of ALA members do not currently belong to divisions). At-large council members are seen as not "accountable to anyone." This, despite the fact that all members vote for these councilors. It takes a minimum of several thousand votes to be elected at-large, but often only several hundred for election by a chapter or division.

The Association seems to be moving rapidly into a very conservative mode. Please take some time to read this concept paper and send back the Structure Response form, on p. 12, by October 25.

Several years ago, I became concerned that to be truly socially responsible, we should make SRRT programs at annual conferences accessible to the hearing-impaired members of our Association. I mentioned this at Action Council and was given leave to pursue the matter. Well, I've been worn down by the organization! After several years of one-sided correspondence (nothing I wrote was ever answered - well I did get one sort of non-answer), I give up. If anyone cares to pursue the issue with the Library Service to the Deaf Forum, a subsection of the Association of Specialized and Cooperative Library Agencies, please contact me.

--Stephen J. Stillwell, jr., Action Council Coordinator

## ALA SELF STUDY REPORT AND SRRT

One of the hottest topics of conversation at Miami Beach was the ALA Self-Study report. One of the members of the Executive Board was heard to describe it as "a piece of s---!"...and that was one of the nicer things said. It seems designed to turn ALA into an organization of more and more bureaucracy run by fewer and fewer people. It is imperative that all of us speak out and write letters opposing the implementation of this document.

The box inset on this page describes why this issue is important to SRRT and each of its members. The Concept Paper has a form included to obtain comments, but only those who attended the second "Membership Chat" got a chance to see this document and a chance to respond, but this session was attended by fewer than 1% of the total membership. As no membership meeting was held, we were unable to demand (or rather, recommend)

## A RESOLUTION ON THE RESTATEMENT OF CERTAIN IDEALS OF ALA'S SOCIAL RESPONSIBILITIES ROUND TABLE

Whereas the Social Responsibilities Round Table has among its basic tenets, the following beliefs:

- 1) that SRRT is an outlet for the expression of ideas that might otherwise be stifled by the organization of the American Library Association;
- 2) that all people deserve fair and equal treatment and respect; and
- 3) that coalition-building and collaboration are among the appropriate means to advance the goals of social responsibility within SRRT, our Association, the library profession, and the world at large;

Therefore Be It Resolved that any member of SRRT who:

- 1) continually makes inappropriate personal attacks against anyone else inside or outside of the Round Table or the Association or
- 2) attempts to undermine the Round Table's efforts at the coalition-building process and thereby derails the Round Table in the pursuit of its goals

may be considered by a two-thirds, roll call vote of Action Council as "out-of-step" with the ideals and goals of the Round Table and will immediately upon such vote forfeit any elected or appointed office within the Round Table or any of its several Task Forces and that a period of three years lapse before such person may resume that or any other office within SRRT.

that this be published in *American Libraries* or in some other way distributed to ALL members of our Association.

In order to encourage a large response from SRRT members, we are including the concept paper on pages 9-16 of this newsletter. Please read it and send in your comments on the form included. Let the Self Study Committee know that centralizing power is not acceptable in our association's culture, nor is disenfranchising members. Please send a copy of your response to Stephen Stillwell, SRRT Action Council Coordinator, 2021 Rumson Drive, Arlington TX 76006. Feel free to copy this and pass it out to colleagues. Thank you for your co-operation in this very important matter.

## TASK FORCE CHANGES

The Miami Beach Conference produced a number of changes in the SRRT Task Force structure, all of which were approved by Action Council:

- a. The Gay & Lesbian Task Force officially became the Gay, Lesbian, & Bisexual Task Force.
- b. The Civil Rights Task Force was officially disbanded at the recommendation of long-time member and coordinator, **Donnarae MacCann**. Action Council expressed its gratitude to **Donnarae** for her work in this area over the years.
- c. The Task Force on the Homeless, Refugees, and Migration was given one year to establish itself or face discontinuance in Chicago. Anyone interested in this project should contact **Elizabeth Morrissett** at P.O. Box 18938, Denver CO 80218.
- d. The Task Force on Israeli Censorship & Palestinian Libraries was discontinued as a full-fledged task force and was re-established as a project group within the International Responsibilities Task Force. Anyone interested in this project should contact **Elaine Harger** at School of Labor Studies, Empire State College, 330 West 42nd Street, 4th Floor, New York NY 10036, or the task force.
- e. A proposal to establish a task force on the National Information Infrastructure was defeated. Instead Action Council decided that the issue was of a broader scope. A project group was established to act on behalf of the entire Round Table. Those interested in this project should contact either **Theresa Tobin** at the MIT Humanities Library, 14S-226, Cambridge MA 02138, or **Alfred Kagan** at 310 West Hill Street #1E, Champaign IL 61820.

## TASK FORCE AND AFFILIATE NEWS

### ALTERNATIVES IN PRINT

The third annual *Food for Thought: Free Speech Buffet*, held this year poolside and beachside at the art-deco Traymore Hotel, and offering food and a variety of local publications, provided a nice informal opening for SRRT activities at the Conference. The AIP program, *Local and Regional Materials: Are They in Your Library?*, went well to an audience of about twenty (competition for audience came from forty-one other programs, including Ralph Nader). Next year's program will include a talk or panel discussion by one or more local publishers. Chris Dodge offered to help with arrangements for that program.

Steven Harris has assumed the chair of the Jackie Eubanks Memorial Award jury. He can be reached at Middleton Library, Louisiana State University, Baton Rouge LA 70803. The deadline for award nominations is December 1.

The first edition of *Alternative Publisher of Books in North America* went out of print during the conference. A second edition, revised and much enlarged, being compiled by Byron Anderson awaits funding for publication in 1995.

Charles Willett has written to members and friends outlining activities and updating the AIP mailing list. Some prospective new members signed up at the CRISES Alternative Press Exhibit booth in Miami Beach.

AIP is developing procedures to establish a SRRT-sponsored review journal recommending alternative books, periodicals, and non-book materials to libraries, to begin in 1995 or 1996. SRRT/AIP would be the issuing body, deriving authority from ALA and actively promoting sales. An editor and board of directors responsible to SRRT Action Council would provide governance. Persons interested in serving as editor or board members and/or to recommend titles and write

### A RESOLUTION ON DAVID LANGLOIS WILLIAMS AND HIS POSITION WITHIN THE SOCIAL RESPONSIBILITIES ROUND TABLE OF ALA

Whereas the behavior of David L. Williams has shown and continues to show a continual disregard for the spirits and ideals which the Social Responsibilities Round Table hopes to exemplify;

Whereas this behavior has been manifested in both oral presentations at various fora at American Library Association meetings and in written works distributed at and between these sessions;

Therefore Be It Resolved that David L. Williams is:

- 1) removed from his appointed position as Co-ordinator of the Task Force on Israeli Censorship and Palestinian Libraries;
- 2) prohibited from assuming the position of At-Large Member of Action Council to which he was elected; and
- 3) banned from any elected or appointed office with the Social Responsibilities Round Table or any of its several Task Forces, now existent or which may be created, until the close of the 1997 Annual Conference, scheduled for San Francisco.

(N.B. Two-thirds majority required; roll call required.)

reviews should contact Charles Willett, 1716 SW Williston Road, Gainesville FL 32608, telephone: (904) 335-2200.

Also on the AIP agenda is consideration of an annual study of vendors of alternative materials, ordering identical titles from many vendors at the same time. There is a need for libraries willing to participate in the project. Except for shipping charges there would be no cost if cooperating publishers agree to accept returns.

### ENVIRONMENT

The Task Force on the Environment met two times in Miami to discuss environmental problems and issues in libraries and ALA. *Libraries in the Balance: Bridges to Environmental Information* was the title of the task force program in Miami Beach. The program, one of those highlighted by *Library Journal*, provided librarians with valuable current sources of environmental information. The panelists included Millicent Gaskell, from South

Jersey Environmental Information Center, West Deptford (NJ) Public Library, who described how they met the challenges of providing environmental information; Laura Powers, of Libraries for the Future, an advocacy group of public library users, who described their current project, Environmental Information Access; David Fisher, from the Environmental Studies Program at the University of Miami, who presented a user's and the academic perspectives on environmental information; and Gayle Alston, with the Agency for Toxic Substances and Disease Registry, who described current activities of various government agencies, including EnvONet and *Libraries as Gateways*, a Department of Health and Human Services project.

Task force members continued to work with the Exhibits Round Table concerning the environmental impact of exhibitors. A recent resolution on more environmentally friendly exhibits was a product of this collaboration.

The task force drafted a letter to Richard E. Benedick, President of the Committee for the National Institute for the Environment, to endorse the concept of the National Library for the Environment as a component of the institute, and began discussions on the Environmental Information Access project with Laura Power (see above).

Work continued on "greening" the ALA conferences, and the task force passed a resolution to be brought to Action Council at Midwinter on the use of chlorine free paper. Task force efforts helped to transform the *Green Library Journal* into an electronic publication available free through the Internet (gopher.uidaho.edu).

The task force particularly recognizes the work of Carol Barta as secretary, and Millicent Gaskell, who will serve as co-chair next year. Harriet DeCeunynck and Elizabeth Morrisett have also lent invaluable support and assistance.

## GAY, LESBIAN, AND BISEXUAL

Members voted for, and SRRT Action Council approved, a change in the name of the task force to recognize the inclusion of bisexuals in the membership and scope of the task force. Leon Bey was named the new male co-chair, Wendy Thomas continues as female co-chair, and Michael Nitz will serve as secretary. The Program Planning Committee will be co-chaired by Michael Miller and Roland Hansen.

*Beyond Daddy's Roommate: the Evolving Market in Children's Books*, the task force program in Miami, was an enormous success. Over 250 attended, including many children's, young adult, and school librarians. Mary K. Chelton, a member of ALA's President's Committee for Customer Service to Youth, described it as "the best ALA program in a long time."

Immediately following the program, the Book Awards presentation featured both winning authors. Leslie Feinberg (*Stone Butch Blues*) and Phyllis Burke (*Family Values*) read passages from their books.

Building on energy generated in Miami, the task force has begun to organize plans for Chicago in 1995, which will mark the 25th anniversary of the task force - the first gay and lesbian professional organization in the United States. Anyone interested in being involved with preparations for this celebration, or who has ideas to contribute, should

### RESOLUTION ON SRRT AWARDS

Be It Resolved that the cash stipend portion of any award given by the Social Responsibilities Round Table or any of its several Task Forces, now existing or ones added in the future, must be financially self-sustaining whether through 1) the backing of a sponsor, 2) an endowment, or 3) directly related fund-raising activities;

Be It Further Resolved that the funding for the cash stipend of such an award may not depend on the general operating accounts of SRRT; and that those awards that are currently funded in that manner have a five year grace period from the passage of this resolution for compliance; and further that any new award established after the passage of this resolution be given the same grace period to establish itself financially.

(N.B. SRRT Awards: Coretta Scott King Book Awards - breakfast fund raiser and corporate sponsorship; Gay & Lesbian Book Awards - general operating funds; Peace Award - corporate sponsorship; AIP/Jackie Eubanks Award - general operating funds.)

get in touch with co-chair, Wendy Thomas, Schlesinger Library, Radcliffe College, Cambridge MA 02138; telephone: (617) 495-8647; email: wendy@harvard.harvard.edu . Help with the Clearinghouse and with planning the 1995 pre-conference program is also needed.

## PEACE INFORMATION EXCHANGE

Marta Daniels, Executive Director of OPTIONS, located at Brown University in Providence RI, gave an excellent presentation on *Choices for the 21st Century: Foreign and Domestic Priorities*, a national, multi-year project to engage the American public in discussions about foreign policy. She described the program as a community-based, scholar-led, inter-active public policy discussion series, designed to be held in public libraries. Modeled after ALA's *Let's Talk About It* program, *Choices for the 21st Century* was successfully tested in 1992 as a pilot project in Connecticut and will be expanded to six states in 1994-95. The project is organized by two national organizations, OPTIONS and CHOICES, based at Brown University. Together they provide a pre-packaged program to state library systems and humanities councils with whom they form partnerships to carry out the project. For more information about this project and a video on the Connecticut program, contact Marta Daniels, OPTIONS, 131 Waterman St., Providence RI 02906.

The task force is planning a program on militarism in the schools as well as alternative curriculum for the 1995 Chicago conference. New nominations are sought for the

SIRS Peace Award. For more information contact the chair, Beth Sibley, GIS, 350 Library, UC Berkeley, Berkeley CA 94720; email: esibley@library.berkeley.edu.

## NEW EDITOR NAMED FOR SRRT NEWSLETTER

SRRT Action Council approved the appointment of Carol Reid as Editor of the *SRRT Newsletter*. Reid will take over the editorship with Number 114, December 1994. The new Editor is currently a staff member at the New York State Library in Albany NY, and has been a member of both SRRT and the New York State Progressive Librarians Guild. She was the 1991 recipient of the New York Library Association/ Social Issues Resources Series Intellectual Freedom Award, and serves on the NYLA Intellectual Freedom Committee. She has been a contributor to their newsletter, is a volunteer indexer for the

Alternative Press Index, and a book reviewer for *Women Library Workers Journal*.

## SRRT ACTION COUNCIL ELECTIONS

In this Spring's election, there were three at-large SRRT Action Council slots to be elected for three-year terms and one for a two-year term. Our thanks to the six people who allowed themselves to be nominated for these positions. It had been decided that the three highest vote

### FROM THE EDITOR

Three years ago, in a weak moment and realizing that while I had been a member of SRRT for many years I had contributed little, I volunteered to take over as editor of this newsletter. I had little knowledge of most of the issues related to SRRT, being affiliated only with the Gay and Lesbian Task Force. I had no editorial experience, although I had had a considerable amount of writing experience.

I have enjoyed my service as editor, although I am not sorry to pass on this particular baton to my successor, Carol Reid. I have been pulled into the mainstream of SRRT activities, if "mainstream" is an appropriate word to use in such an organization. I've learned about desk top publishing, layout, proofreading, deadlines (and how to work around them). I've met a lot of wonderful people - book reviewers, alternative press owners, SRRT members, etc. I've come to appreciate the role of SRRT as the social conscience in a professional organization.

Since my other half will continue on as Action Council Coordinator, I will certainly maintain a close awareness of the latest issues in Action Council (I've even threatened to run for an at-large berth myself). I will certainly keep many of the friendships I've formed for many years to come. I thank all of you who have been supportive and critical, who have been patient as I learned the ropes, who have supplied me with copy. I especially thank Steven Harris, the Book Review Editor, for taking on a time consuming chore that made my life as editor much easier. I also especially thank the other Stephen in my life, who helped with inputting, reading, news gathering, and who, wisely I might add, never missed a deadline. I'll keep after him to make sure that he does the same for Carol Reid!

getters would get the three-year term and that the fourth highest would get the two-year term. ALA rules state that ties are to be broken by lot. Roland Hansen, Mark Martin, and David Williams were elected to the three-year terms. There was a tie for fourth place and Madeleine Tainton was selected by lot.

The resolution of censure (see elsewhere in this issue) prevented David Williams from assuming office. Madeleine Tainton will fill-in the three-year vacancy. Carol Barta, who tied in the original vote but lost by lot, will fill-in the two-year vacancy. A full roster of Action Council members appears elsewhere in this issue. Addresses for all members of Action Council are published in the *ALA Handbook of Organization*, which will be published in the Fall.

## DUES & OTHER FINANCIAL ISSUES

At the Miami conference, Action Council undertook the first major restructuring of the Round Table's dues since 1984. Dues were proposed for several new categories. Some changes are effective with the beginning of the new fiscal year (1 September 1994):

- Regular Member: \$12.00
- Student Member: Free
- Unemployed/Retired Member: \$5.00
- Organizational/Institutional Member: \$25.00

State and other affiliate organizations have also been asked to contribute a \$15.00 annual fee to the national coffers. At present, there are six state SRRTs associated with the national body. The Progressive Librarians Guild is also an affiliate member. The subscription rate for the *SRRT Newsletter*, which is included in the membership rate for members, was set at \$15.00 annually or \$5.00 for a single issue.

A resolution on the financing of the cash award segment of the various SRRT Task Force awards was passed, with the intent of encouraging fund raising efforts in relation to these awards (see resolution on p. 5).

Special dues for sustaining members and life memberships were also passed but are pending approvals required by other bodies within ALA. These would help to subsidize the cost of offering free memberships to students - our future members. All of these changes and adjustments were made to stabilize the Round Table financially in its next twenty-five years.

## MINUDRI HONORED

Long time SRRT member and supporter, Regina Minudri, who retired in May from her position as Director of Libraries Services at the Berkeley (CA) Public Library, was honored by ALA in Miami. Minudri served ALA as President, Councillor, Executive Board member, and in many other capacities. She was - and still is - a champion of diversity. SRRT joins others in wishing her well.

## SRRT, ALSC, AND THE BOY SCOUTS

As reported in the June 1994 issue of the newsletter, a membership resolution was submitted for the ALA membership meeting in Miami, requesting that the Association for Library Services to Children (ALSC) discontinue its formal relationship with the Boy Scouts of America since that organization maintains policies which are discriminatory and which violate ALA's policies governing formal relationships with outside organizations.

The resolution was stymied by ALA's bureaucracy through much of the conference in Miami Beach. The Executive Board referred letters from the SRRT Action Council Coordinator, Stephen Stillwell, and the resolution to ALA Council's Policy Monitoring Committee. That committee, according to *Cognotes*, issued a ruling that the issue of whether or not ALA policy was being upheld or ignored by the existence of the various liaisons with the Boy Scouts fell outside of their jurisdiction. (It is unclear from that just what their function might be, since determination of unit policy compliance with association policy is a part of their formal charge.)

The ALA membership, in this past election, voted to change the quorum rule in the by-laws to 1% of the personal membership of ALA, a number which exceeds almost any membership meeting attendance in recent years. This prevented a formal Membership Meeting from convening. Informal chats replaced the formal meetings (in violation of the by-laws in the opinion of some members). At the second informal "membership chat" the three resolutions that would have been presented were discussed. The discussion was bizarre. Supporters of the resolution on the Boy Scouts relationship with ALSC pointed to the clear violation of ALA policy and the fact that the lack of a formal relationship would not prevent us from providing service to individual members or even groups of the BSA. Opponents insisted that denying children library service was evil, and that despite the fact that a formal liaison is named in the *ALA Handbook*, the relationship wasn't really formal.

Two ALA Councilors agreed to sponsor the resolution so that it would come before Council at the Wednesday morning session. One of these, Michael Malinconico, spoke several times at the "membership chat" with great passion on the topic. Incoming ALA President Arthur Curley managed in his remarks to agree with both sides of the argument. His words focussed on the definitions of such things as "formal relationship" and what ALA policies really meant. As of press time, the results of the final Council meeting are yet unknown, but if ALA has worked its usual magic, the issue has been referred to some committee, where action will not be deliberate or speedy.

## **ANTI-DEFAMATION LEAGUE COVERS ICPLTF PROGRAM**

Suzanna Spiro, a reporter from the *Broward Jewish Journal*, covered the program of the Task Force on Israeli Censorship and Palestinian Libraries at the ALA meeting in Miami. The combined business and program meeting was chaired by Stephen Stillwell. The small audience contained a representative of the Anti-Defamation League, according to reporter Spiro, who further stated that this monitoring by the ADL was not known by other attendees, the moderator, or the speaker. The attendance

at meetings and programs is open to all conference registrants, so as long as persons pay conference registration fees, there is nothing wrong with ADL presence at such meetings. On the contrary, it is hoped that by such observation, non-members may understand that SRRT has no political agenda related to Israeli censorship but only has taken the position that governmentally imposed censorship is wrong. Those interested in Spiro's article can see it on p. 4A of the July 7-13 issue of the journal.

## **BRAILLE PRESS COLLECTION LOOKING FOR HOME**

The Womyn's Braille Press is looking for an institution or organization to house its collection of lesbian/feminist books on tape and in Braille. The WBP has a circulation of about 150 per month, including *Off Our Backs* and *Sinister Wisdom*, to readers in the United States and Canada. The collection numbers about 750 titles. Literature produced by the WBP needs to remain in circulation - a task that its volunteer staff can no longer sustain. Institutions interested in taking over responsibility for making this valuable collection accessible should contact Kathy Hogan at (612) 872-6806, or write to Womyn's Braille Press, P.O. Box 8475, Minneapolis MN 55408.

## **"DEMOCRACY IN ALA" LISTSERV PLANNED**

Concerned ALA members are planning to develop a listserv as a result of a the ALA self study report which is the result of the self study process that has been underway for the last while within ALA and which is featured in this newsletter. There is considerable concern that the self study process has not been widely publicized, and many of its recommendations are perceived to centralize decision making within the organization; emasculate divisions, round tables, and other units; and

*(con't on p. 17)*

CONCEPT PAPER FOR DISCUSSION ONLY  
Organizational Self Study, 7/94

page 1

ALA ORGANIZATIONAL STRUCTURE - CONCEPT PAPER  
"BUILDING ON OUR STRENGTHS"

June 20, 1994

by the ALA Self Study Committee Members

INTRODUCTION

A number of concerns related to the structure and organization of ALA surfaced in the Perlov study (see Parking Lot items attached), throughout the hearings held by the Self-Study Committee, and in survey reports from various units of ALA. Surprisingly, there was considerable unanimity in the feedback received; however, there were very few suggestions about how to address these concerns. After the self study committee analyzed the responses and the statistical data, some preliminary ideas have surfaced which we believe should be explored further.

The purpose of this concept paper is to help focus further thinking and discussions about ALA's structure in the following three stages:

First, the organizational strengths of ALA;

Second, the guiding principles which should govern our search for solutions to current structural concerns; and

Third, some concepts emerging in the committee which merit consideration as a future direction.

With this paper the committee is seeking ideas, suggestions, and reactions to these concepts. It welcomes dialog related to all aspects of structure. What we especially need are specific recommendations on structural change that would help address the following concerns about ALA's structure. We will also be holding hearings at midwinter when many of these concepts will be under discussion.

UNIVERSAL CONCERNS

The following concerns have been expressed to the Self-Study Committee over and over from all segments of the Association.

- (1) more focus on LIBRARY OR LIBRARY-RELATED issues
- (2) more flexibility and ability to act with speed on issues needing attention,
- (3) less competitiveness and overlap among units, since these have become counterproductive
- (4) the ability to speak with one voice and build policy positions agreed to by all players, and
- (5) more focused conferences with greater substance.

Although conference issues are under consideration by a special committee, they are also considered here, since they have a significant relationship to the structure of the association. The self-study committee's findings and recommendations will be shared with the special committee on conferences.

Several other concerns surfaced in the data collection:

- (6) a desire for an individual member to be able to participate in a broader spectrum of Association activities- or to belong to more units- without additional dues expense
- (7) concern over the high cost of dues, including both Association and unit dues;
- (8) the need to rethink the way the Association works in the current technological environment.

### STRENGTHS

In the voluminous input to the Organizational Self-Study Committee there was near universal agreement that the Association's work in Intellectual Freedom and Legislation constitute major strengths. Analyzing these two popular and successful Association functions, several common characteristics are apparent:

- (1) a strong, organizational focus that clearly encompasses many types of library and information agencies;
- (2) an Association-wide office with staff and resources to bring to bear on the issues or concerns;
- (3) involvement and representation from all stakeholders through assemblies, policy development committees, and related committees in various units throughout ALA.

ALA's divisions constitute another major area of strength. Many, but certainly not all, ALA members join the Association primarily to participate in a division. Of the current eleven divisions, the three largest are type-of-library divisions: AASL, ACRL, PLA. The divisions

- (1) provide national leadership within their type of library or activity areas
- (2) have had a major impact on the field through standards and policy development
- (3) accomplish much of ALA's work, along with the more specialized roundtables, through programing, publications, networking, and public relations.

According to Perlov, several ALA divisions are actually model associations, functioning very effectively and carrying out their missions quite well. They frequently function very independently, however, and are not always in sync with ALA and its priorities or goals. Their strength becomes a weakness when it results in the overall work of the association being fragmented and not being directed toward a common set of goals.

Finally, for a significant number of ALA members, the opportunity for person-to-person "networking", particularly at conferences, is a major strength of the Association. As the Association examines structural options, funding strategies, and the use of technology, it is important to keep in mind the critical importance of "networking" and leadership development as priority functions of ALA.

It is worth pointing to a recent ALA activity which, to a significant extent, has brought into sharp focus an Association-wide effort involving the work of Intellectual Freedom and Legislation and the specialized expertise and diversity of perspective represented by the divisions. This effort, the development of a "Statement of Principles in Telecommunications and Information Infrastructure," involved four type-of-library divisions (AASL, ACRL, ASCLA, PLA), one type-of-activity division (LITA), and three ALA committees or subcommittees (Intellectual Freedom, Legislation, Telecommunications). These units worked together to craft the principles, to move the statement rapidly through the process of divisional/committee consideration and support, and to bring the statement to Council for consideration and approval in a very timely manner. The success of the "Policy Forum" provides further evidence of the strength of ALA when it focuses itself in a collective way, much as the Association has been doing for years in Intellectual Freedom and Legislation.

#### GUIDING PRINCIPLES

As the Self-Study Committee examined the strengths and concerns listed above, members determined that a set of principles should guide the search for changes in structure. The committee identified these principles:

1. ALA provides holistic participation in the Association.

The current ALA division structure emphasizes separation, artificially dividing the "turf" of the profession into eleven associations, each with interests which overlap those of other divisions. Type-of-library and type-of-activity divisions often compete with each other for rights to program topics. Each division may create smaller units, i.e. sections, committees, task forces, etc., which overlap responsibilities of similar units in other divisions or units of ALA, such as standing or special committees, round tables, etc. Duplicative units are often created as divisions attempt to respond to emerging interests of their members. In order to "hold on to" members and to provide arenas within the division for addressing new concerns, overlapping committees are also created. This duplication has both positive and negative ramifications. It allows members of a division to participate in areas of interest without having to pay additional dues to join another division, which actually has "turf rights." But, it contributes to fragmentation, increases competitiveness, adds to ALA's cost of doing business, and slows down the ability of the Association to act responsively.

2. ALA's governance structure fosters quick, concerted and coordinated national action.

The opportunity to quickly take a position or act on an issue is often lost to ALA because of the need to consult with its many units, each of which has an interest in the issue. Members must pay additional dues for the option of participating in

the work of the divisions but often experience frustration because divisions are unable to act in a meaningful and timely manner.

3. ALA speaks with one voice.

ALA's many units speak independently, sometimes in conflict with each other and/or ALA. A structure is needed that provides opportunities for internal disagreement and examination of different perspectives, avenues for building consensus, and procedures to ensure that ALA speaks with one voice in its external communications.

4. Governance structures facilitate decision-making and consume a minimal amount of the Association's resources.

Governance activities exist at many levels of the Association. These activities are costly, not just in terms of the dollars and member or staff time they consume, but also in terms of the overlap and loss of focus they produce within ALA. A "flatter" association with a streamlined governance structure could achieve more focus, make decisions in a more timely manner, and consume fewer of the Association's human and financial resources.

5. Membership in ALA is a satisfying, positive, professional experience.

Members need to feel that they can become involved in the Association, that it reflects their issues and concerns, and that it speaks effectively for them. They need a comfortable entry point, and to some degree, a "home" within the Association. They need to feel that they can easily connect with others to share and learn.

#### CONCEPTS FOR FURTHER CONSIDERATION

Building on these guiding principles, the ideas in the Perlov Report, surveys from the different units (divisions, roundtables, and chapters), and input from hearings and the membership survey, the committee is considering further study of the following "concepts" or "ideas for discussion".

1. The development of "Policy Councils" (named as such for purposes of discussion).

Organized around issues of association-wide importance, "policy councils" would function somewhat as offices (Intellectual Freedom, Public Relations, Legislation) do now. They would have full time staff and funding, and bring together representatives from all ALA divisions for the purpose of sharing perspectives and expertise, crafting policy recommendations, programing, and recommending action to the ALA Council.

Two areas currently needing national attention which could benefit from the "policy council" approach include Technology, and Children and Youth. (See Technology Section of the Self-Study Report Part I for more details on the idea of a Technology Policy Council)

Some questions to consider are:

- Would policy councils in key areas, i.e., technology, children and youth, continuing education, library education, management, and standards, be a way to help the association focus its various units toward common direction and action?
- How should they be set up?
- Should members have to pay to belong to such a Council?
- Could current offices be considered "policy councils"?
- Could policy councils replace some divisions or round tables?

2. Changes in dues/membership structure which encourage more people to join divisions.

The committee believes that divisional membership is important to the health of ALA. Divisions play a keyrole in programming, conferences, standards development, and policy. However, as ALA is currently structured, divisions are in competition with one another and often with the Association. Overlap, particularly between type-of-library and type-or-activity divisions, means members must have multiple memberships to fulfill their professional needs. Having to hold multiple division memberships creates a significant financial pressure on the Association's active members and increases resistance to needed ALA dues increases.

Further, the committee is concerned that forty percent (40%) of ALA members do not belong to even one division. Given the significant percentage of the Association's programming that comes from divisions, and the present reliance on divisions by the Association for leadership in key interest areas such as standards and policy development, a question of fairness emerges. To a significant extent, a member who belongs to no division has shifted Association fiscal support to others.

Some questions to consider are:

- How do we equalize member financial support?
- Should members get one division "free" with their membership?
- Would having all members enter ALA through one type-of-library or workplace division help reduce the turf issues and give everyone a "home" base?
- Should ALA have fewer divisions?
- Should all round tables be "free" and open to all?

3. Changes in conference format to encourage more focused, association-wide programming.

The committee believes that ALA's present conference structure contributes to its organizational problems. ALA's large, unwieldy summer conferences and "quasi-working" midwinter conference need to be changed. The number of overlapping, competing, and contradictory programs needs to be reduced. Too much programming is entry level, with not enough information offered on progressive levels. There is not enough quality and not enough focus.

In addition, the proliferation of small meetings has become too costly for the Association, and limits ALA's ability to vary it sites and get programming closer to its members.

Some questions to consider are:

- Would concentrating on divisional conferences, returning midwinter to a true business meeting, and focusing annual conferences on association-wide topics with few or no meetings make sense?
- How does or should electronic mail and fax impact the work of committees?
- How could the open meetings concept still be upheld?
- How can the focus of conferences be sharpened?
- What should be done about the many small meetings that are scheduled, rooms paid for, and then not held?
- Should summer conference be held every other year?
- Should division conferences be held more often?
- Would conference be more useful and pertinent to members if there was tracking of subjects and identification of expertise levels suggested for particular programs?

4. Changes in the composition of Council to represent more ALA units and less at-large seats.

ALA's Council is quite large. It has 176 members (11 division councilors, 53 state councilors, 12 Executive Board members, and 100 at-large members.) At-large councilors represents a very high percentage of the Council membership in comparison to the 11 formally represented units of the association. Round tables have no formal representation and have requested such for years. One consideration might be to shift the balance of Council to increase unit representation and decrease the number of at-large members. At-large councilors do not directly represent any specific "constituency", and are therefore not accountable to anyone.

State chapters are deemed an important part of ALA; however, having one chapter councilor per state on Council contributes to the large size of the council. Some state councilors sitting on the council make policy decisions while they represent very few ALA member constituents. In states where school and other type-of-library groups are organized outside the state library association, many ALA members are effectively disenfranchised if they do not belong to the "official state association".

Some questions to consider are:

- Should the size of Council be made smaller?
- Should division representation on Council be proportional to the size of the membership of the division?
- Should the number of at-large members of Council be decreased?
- Should division representation on Council be increased?
- Should the relationship of state chapter to council be reconsidered?
- Would term limits for councilors be one way to increase member participation?
- Should the definition of chapters include Media Associations and others?

#### FISCAL ISSUES

As the committee continues to look at alternative structures which will enhance ALA's ability to "do its business even better", it will keep fiscal ramifications in mind. We know that certain things may in the short term cost more money, i.e. the setting up of one or two "policy councils". The goal in the long term should be to reduce overlap expenses. As a minimum, the midterm goal should be changes that are revenue neutral, i.e. redistributing existing funding in different ways but not increasing income or expenses substantially.

The committee was not charged to make fiscal recommendations, and therefore will not be making specific fiscal projections. (As the saying goes "We don't do money")

#### FEEDBACK/DISCUSSION

Attached to this paper is a feedback sheet which we hope everyone will use to provide reactions, new ideas, and points for discussion. **WE NEED YOUR RESPONSES BY OCTOBER 25TH.**

Please send or fax your comments to: Regina Minudri, 836 The Alameda, Berkeley, CA 94707;  
FAX - 510-526-4908.

CONCEPT PAPER FOR DISCUSSION ONLY  
Organizational Self Study, 7/94

page 8

ALA Self-Study Committee  
June, 1994

ALA STRUCTURE RESPONSE FORM

What are your reactions to these proposed areas of change? What are the pluses/advantages/strengths? What are the problems/limitations/issues to be resolved?

1. Policy Councils

Comments:

2. Dues/Membership Consolidation

Comments:

3. Conference Structure

Comments:

4. Council Composition and Make up

Comments:

Other suggestions for organizational or structural change:

RETURN TO REGINA MINUDRI BY OCTOBER 25TH. Mail to 836 The Alameda, Berkeley, CA 94707 or FAX to 510-526-4908;

make it much more difficult for individual member initiative to have any impact on the association.

A preliminary report, issued last Fall for comments, did not receive the attention it deserved, perhaps because of a lack of wide spread distribution, and the self study committee has apparently taken this to show a lack of concern on the part of personal members. In fact, the vast majority of personal members has not seen that report, or more recent reports. [The discussion document distributed in Miami, with a form for your comments, is included on pages 9-16 of this newsletter.]

The planned listserv would serve as communication forum for concerned members and as a platform from which a fight to preserve democratic processes within ALA can be launched. With the Spring ballot initiative which effectively precluded the possibility of ever seeing an ALA membership meeting occur, the members can only initiate action by way of petitions, requiring upwards of 500 signatures. The listserv can serve as a way of initiating such actions, which would place these issues before the entire membership for vote.

The "democracy in ALA" listserv would not be owned or controlled by ALA, but by concerned members. Announcement of its initiation, with instructions for joining the list, will be forthcoming. Watch for future developments.

## LIBRARY WOMEN AND TECHNOLOGY (LIBWAT-L)

A new electronic conference extends the dialogue begun at two related panel discussions at the Miami ALA conference, *The Virtual Library and the Disadvantaged Majority* and *Making the Net\*Work\*: Is There a Z39.50 Gender Communications?* Participants need not have attended these sessions but will be able to gain access to the papers given there as well as other relevant materials. All people with a serious interest in the effect of new technologies on gender roles in the library are welcome. To subscribe to LIBWAT-L, send the following message to [LISTSERV@UBVM.CC.BUFFALO.EDU](mailto:LISTSERV@UBVM.CC.BUFFALO.EDU) :

SUBSCRIBE LIBWAT-L <FIRSTNAME  
LASTNAME>

Example: SUBSCRIBE LIBWAT-L  
TOM WILDING

Leave the subject line blank. The listowners are Ellen Greenblatt ([ulcreg@ubvm.cc.buffalo.edu](mailto:ulcreg@ubvm.cc.buffalo.edu)) and Suzanne Hildenbrand ([lishilde@ubvm.cc.buffalo.edu](mailto:lishilde@ubvm.cc.buffalo.edu)).

## ALA EQUALITY AWARD

The ALA Equality Award Committee is seeking nominations for the 1995 award. This award is "to be given to an individual or group for an outstanding contribution toward promoting equality between men and women in the library profession. The contribution may be either a sustained one or a single outstanding accomplishment. The award may be given for an activist or scholarly contribution in such areas as pay equity, affirmative action, legislative work, or non-sexist education. The deadline for nominations is 1 December 1994. For information, contact Gail Warner, Josephine County Library, 200 NW C Street, Grants Pass OR 97526; telephone (503)474-5483.

### FROM THE EDITOR'S INBOX

\* *Your Rights in the Workplace*, by Barbara Kate Repa, a San Francisco attorney and workplace expert, has been published by Nolo Press. This guide to workplace rights, from hiring to firing, explains all aspects of workers' rights including sexual harassment, the controversial family and medical leave issue, employee benefits, and discrimination on the job. It is available from Nolo Press at \$15.95; telephone 1 (800)992-6656.

\* *ACCESS Issue Papers* present overviews of the major events and developments in world affairs today. Some

**SRRT ACTION COUNCIL, OFFICERS AND LIAISONS  
1993-1994**

**Coordinator**

**Secretary**

**Treasurer**

**Conference Arrangements**

**Exhibits Coordinator**

**Membership/Recruitment**

**ALA Staff Liaison (ex officio)**

**Newsletter Editor (ex officio)**

**Members-At-Large:**

(Terms expire 1995)

(Terms expire 1996)

(Terms expire 1997)

**Task Force Coordinators:**

Alternatives in Print

Coretta Scott King Award

Environment

Feminist

Gay & Lesbian

International Relations

Library Union

Peace Information Exchange

**Affiliate Member Liaisons:**

Kansas SRRT

Minnesota SRRT

Oregon SRRT

Progressive Librarians Guild

Washington SRRT

West Virginia SRRT

Wisconsin SRRT

**Liaisons to Other Bodies:**

ALA Standing Committee on Membership

ALCTS-CCS Committee on Cataloguing

Freedom to Read Foundation

Library Education Assembly

Literacy Assembly

Planning & Budget Assembly

Recruitment Assembly

**Newsletter Editorial Board (Term expires 1995)**

(Term expires 1996)

(Term expires 1996)

**Book Review Editor**

*Stephen J. Stillwell, jr.*

*Debra L. Gilchrist*

*Roland C. Hansen*

*to be named*

*Charles Willett*

*to be named*

*Mattye Nelson*

*Carol Reid*

*Dorothy Granger*

*Alfred Kagan*

*Becky A. Ray*

*Theresa A. Tobin*

*Carol R. Baria*

*Deldre Conkling*

*Stephen J. Stillwell, jr.*

*Roland C. Hansen*

*Mark Martin*

*Madeleine Talnton*

*Charles Willett*

*Carolyn L. Garnes*

*Maria Jankowska, Millicent Gaskill (co-chairs)*

*Debra L. Gilchrist*

*Leon S. Bey, male co-chair; Wendy Thomas, female co-chair*

*Mark C. Rosenzweig*

*Ray Markey*

*Beth Sibley*

*Carol R. Baria*

*Chris Dodge*

*Josephine Anemaet*

*Elaine M. Harger*

*to be named*

*Yvonne S. Farley*

*Marge Loch-Wouters*

*to be named*

*Sherry L. Kelley*

*Daniel C. Tsang*

*Carol R. Baria*

*to be named*

*Roland C. Hansen*

*Debra L. Gilchrist*

*Theresa A. Tobin*

*Carolynne Myall*

*Mark Rosenzweig*

*Seven Harris*

recent *Papers* have examined the political and military standoff in Haiti, the ongoing conflict in Bosnia-Herzegovina, and the prospects for democratic reforms in Peru and Venezuela. Subscriptions are available for \$49.00 (individual) and \$59.00 (institutional) from ACCESS, 1511 K Street, NW, Ste. 643, Washington DC 20005.

\* Memberships in FAIR (Fairness and Accuracy in Reporting), provide subscriptions to the journal *EXTRA!* and allows members to join FAIR's activist network and take part in grassroots campaigns against media bias and censorship. Individual memberships are \$30. Call (800)847-3993. Their Women's Desk supports the fight against media bias against women. To receive a copy of the *Women & Media Activism* packet write to the Women's Desk at FAIR, 130 West 25th Street, New York NY 10001.

\* The first issue of *The Internet Homesteader* was published this Spring. It serves as a mechanism to provide access to Internet's topical news and discussion in print to those who do not have electronic access, as well as to provide a paper record of events and discussions that have some longer term value. The periodical is issued by the SUNY Office of Library Services and SUNY/OCLC Network. For information call (800)342-3353 within New York State, or (518)443-5444 from outside.

\* Women, Ink.'s May 1994 catalog features books on women and development. It features 35 new titles and includes descriptions of presses and other organizations in the South that produce women and development materials in the Third World. For a copy of their catalog, contact the International Women's Tribune Centre, Women, Ink., 777 United Nations Plaza, New York NY 10017.

\* Third World Resources, an affiliate of the Data Center in Oakland CA, has published the *Third World Resource Directory*, an 800 page guide to print and audiovisual resource materials on Third World regions and issues. The directory is priced at \$59.95 plus shipping. For information, contact them at 464 19th Street, Oakland CA 94612-2297.

\* *Videos for a Changing World* is the catalog of Turning Tide Productions, describes films on various social issues

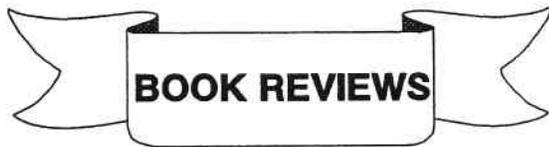
and multicultural video documentaries. For more information call 1-(800)557-6414, or write to them at P.O. Box 864 Wendell MA 01379.

\* The Shango Project is a newly conceived effort to collect, preserve, and maintain materials of historical interest which document aspects of African-American lesbian and gay existence in contemporary and historical society. Their newsletter, *Purple Drum*, is issued semi-annually. Contact the project at P.O. Box 2341, Bloomington IN 47402-2341, or call (812)334-8860.

\* The Greenfield Review Press has issued their *North American Native Authors Catalog*, specializing in works by Native American poets, writers, historians, storytellers, and performers. Over 400 titles from 80 different publishers are included. Write to the press at: 2 Middle Grove Road, P.O. Box 308, Greenfield Center NY 12833, or call: (518)583-1440.

\* Human Rights Watch has issued their Spring 1994 publications catalog. For a copy of the catalog, contact their Publications Department at 485 Fifth Avenue, New York NY 10017-6104.

\* *The Lavender Salon Reader* seeks to represent the broad interests of gay and lesbian book clubs, to present a place to share activities; to provide a forum for the discussion of gay, lesbian and bi-sexual literature. Published monthly, it is available for \$12.00 per year from LS Press, 1474 Home Avenue, Menasha WI 54952; telephone (414)738-0497.



**BOOK REVIEWS**

**Steven R. Harris,  
Book Review Editor**

***EVERY MONDAY MORNING: A DISCOGRAPHY OF AMERICAN LABOR SONGS IN THE CONSERVATORY LIBRARY AT OBERLIN COLLEGE***, compiled by Phyllis J. Jones. Oberlin OH: Oberlin College Library, 1993. 109p. \$10. Labor Song Discography, Conservatory Library, Oberlin College, Oberlin OH 44074.

Taking its title from a line in a version of the folk song "John Henry," this discography focuses on songs that chronicle the American labor movement. The material is drawn primarily from the United States portion of the ethnomusicological collection of recordings in the library of the Conservatory of Music at Oberlin College, as well as from two other music collections at Oberlin. Although compact discs and cassette tapes are represented, the majority of the material is on vinyl LPs.

The main citation section forms the bulk of the discography. Here, the 227 recordings are listed alphabetically by record label, then by record number; each is numbered consecutively. The entries contain pertinent recording data and list the individual songs on each recording that meet the criteria of the discography. They often include descriptive commentary.

Following the main citations are three indexes: names (including individuals as subjects), titles, and subjects. The index entries refer to the entry number in the main citation. In the title index the compiler has made an effort to list together identical or nearly identical songs that have different titles, with cross-references from the variant titles to the one chosen for the discography; this is especially helpful when dealing with folk songs. A bibliography contains two dozen references to books, song books, and periodicals. Other sources, dealing primarily with work songs and music in the labor movement, can be found in the endnotes to the Introduction.

Musically, the songs in this discography represent a broad spectrum of styles, including some spoken word and instrumentals. Topically, the songs were chosen to "provide access to songs of the American work experience..." which include such themes as "the suffering caused by long hours, low pay, and unsafe working conditions; the experience of displacement brought about by proletarianization, unemployment, mechanization, and deindustrialization; a determination to fight for a better deal for working people through unity and organization; and the celebration of labor's heroes and martyrs." The compiler "has excluded much material that links labor and song in contexts irrelevant to work conditions or unionization ...", which disallows romantic ballads. Most of the songs included are "descriptive work songs."

The primary weakness of the discography is that the criteria given above are fairly nebulous to begin with and in other statements the compiler seems to be even looser; she understandably seems somewhat confused in where to draw the fuzzy line. Perhaps apologizing for the lack of clarity, she says that if the songs "are not uniformly class-conscious weapons launched against the owners and bosses, they are at least 'statements of identity' and as such embody a rebellion of sorts." Exceptions are required to make the project manageable; for example, to be included, prison songs must "belong to one of two categories. Either they are explicitly relevant to the practice of leasing convict labor ... or they are members of the 'Hammer Song' complex."

*Every Monday Morning* might have been stronger if the scope had been more carefully defined. One alternative

might be to attempt a comprehensive discography relating specifically to labor struggles and unions, or to a specific type of work (examples are collections of cowboy or railroading songs).

Another weakness is related to the fact that the discography reflects the holdings of a specific collection. The compiler is honest about this expediency, but the lack of comprehensiveness detracts from the usefulness of the work as a general reference source. Beyond this, most libraries' holdings of vernacular music tend, in the opinion of this reviewer, to be biased in favor of "non-commercial" field recordings made by folklorists and in favor of recordings from small companies that market to educated, selective audiences.

The compiler states that although the included songs may be sung by workers themselves, they are often sung by full-time singers who consider themselves to be workers and by "contemporary interpreters of folk traditions." These may be fine performances, and the singers may have insights into problems and may have activist stances not usually found on major label releases. Library collections, however, often lack recordings that are sung by or for the majority of working people. Although perhaps lacking a sense of activism, they can reflect insights that can only come from personal involvement.

Keeping in mind the limitations connected with the selection process and the biases of most library collections with respect to folk and popular music, *Every Monday Morning* is a well organized guide to a limited number of American labor songs and can serve as a useful memory jogger for those already familiar with the music.

—Mark Thomas, Texas A&M University, College Station TX

**THE ACCESS GUIDE TO ETHNIC CONFLICTS IN EUROPE AND THE FORMER SOVIET UNION**, ed. by Bruce Seymore II. Washington DC: ACCESS, 1994. 171p. (ISBN 1-878597-08-6) \$19.95 pbk.

Now that the Cold War as we knew it is dead, more attention can be, and is being, paid to the ethnic conflicts that have long clogged the arteries of many European countries, especially the newly emerging democracies of eastern and central Europe. That is, more attention is now being paid to the domestic policies and conflicts of these countries, as opposed to their foreign policies, an important issue considering the impact these ethnic conflicts have on regional and international stability.

While not intended to be comprehensive, this work does provide a basic introduction to a wide and varied number of conflict areas and the groups involved. The more well known (and therefore easier to research) are explored in greater depth, although none are explored to any great length. There are some slight omissions (e.g., no mention of ethnic Albanian unrest in Macedonia and the subsequent relationship between Macedonia and Albania), but nothing noticeable enough to really fault the editor. Information like this, after all, can change rapidly. While the majority of these ethnic conflicts take place in eastern and central Europe, the guide does include conflicts that continue in Western Europe (e.g. Northern Ireland).

Of its 171 pages, fewer than one third are actually devoted to information on specific conflicts. The rest are devoted to an introductory essay, a reading list, a short glossary, excerpts from documents (primarily United Nations), key dates in Eurasian history, maps, and guides to organizations, government contacts, and resources. The introductory essay, suggested readings, and the guide to organizations are the most helpful and provide the most useful information. The organizations are mostly research groups and think tanks, but listings from many countries give it some depth. The maps, while handy, are rudimentary black on white illustrations. The government contacts consist of addresses and phone numbers for relevant U.S. agency bureaus, as well as foreign embassies in the U.S., information easily obtained in a other references sources.

The glossary of terms is selective and takes some liberties in the depth of the definition given. For example, the Nazi-Soviet Pact of 1939, actually signed by Ribbentrop allowing the Soviet annexation of Estonia, Latvia, and Lithuania, also divided Poland, created a trade agreement, and included a 10-year non-aggression pact (a moot point after the Nazi invasion of the Soviet Union, but at the time of the signing a very significant component).

The editor has essentially stayed to the book's objective of providing background, brief histories and a resource guide to help readers gain some knowledge of European ethnic conflicts. It is suitable for school and public libraries. Research and academic libraries, as well as public libraries with larger budgets, looking for more substance should also explore alternative titles, such as Bugajski's *Ethnic Politics in Eastern Europe: A Guide to Nationality, Policies, Organizations, and Parties* (CSIS) and Rhodie's *Cultures in Conflict: A Global Survey of Ethnic, Racial, Linguistic, Religious, and Nationalist Factors* (McFarland).

—Christopher Lee Cochran, USAID/ Academy for Educational Development, Washington DC

**THE YOGI AND THE MYSTIC: STUDIES IN INDIAN AND COMPARATIVE MYSTICISM**, edited by Karel Werner. Richmond VA: Curzon, 1994. 208p. (ISBN 0-7007-0272-5) \$19.95 pbk.

*The Yogi and the Mystic: Studies in Indian and Comparative Mysticism* is a collection of ten papers presented between 1975- 1987 at the Symposia on Indian Religion meetings held at various academic institutions in England. Editor Karel Werner, from the School of Oriental Studies, University of Durham, has skillfully compiled under one cover, evidence of a growing body of recent research on the Indian mystical experience, especially as it compares with Western mystical traditions and other forms of modern or historical mystical experience.

Werner states in the preface that he purposely included papers whose themes would represent the broad range of

scholarship and ideas discussed at the annual meetings of the Symposium. The contributors also reflect a diversity of backgrounds. There are papers by Indologists, various comparative religious scholars, a Japanese Buddhist scholar, as well as lay scholars. The subject matter of the papers ranges from an analysis of yoga philosophy in comparison to C.G. Jung's work, written from a non-academic perspective, to a study of the vedic evidence in the Rg Veda for the tradition of the "accomplished person" or wandering holy man or yogi in Indian literature, written by the editor.

Other papers compare contemporary mystical models and personages, probe the mythological history and heritage of the birth of the Buddha, trace the beginnings and development of mysticism in Europe, taking into account the Oriental, Judaic, and New Testament influences, and explore the Upanisadic versus Western conceptual understandings of the mystical experience itself.

The reader of this collection of papers will enhance his or her understanding of the historical and philosophical foundations upon which any study of the mystical tradition, especially Indian mystical tradition must rest. The editor has done a fine job of organizing these papers into a cohesive collection which serves as a sound introduction to the subject of Indian mysticism. The collection is likewise enhanced by a glossary which those readers, unfamiliar with Indian and Buddhist religious terminology, will find invaluable.

—Richard Stringer-Hye, Texas A&M University, College Station TX

**SEXUAL ACCUSATIONS AND SOCIAL TURMOIL: WHAT CAN BE DONE . . .**, by Jules Masserman. Oakland, CA: Regent Press, 1994. \$17.95 pbk. Address: 6020-A Adeline, Oakland CA 94608.

The author, a past president of the American Psychiatric Association, and recipient of the Albert Lasker Research and Sigmund Freud Analytic awards, here tells his story. In 1984 he was accused of rape by a patient who had been under analysis with him for a long time. The patient,

Barbara Noel has told her own story under the title, *You Must Be Dreaming* (Poseidon Press, 1992). Dr. Masserman, who was almost eighty at the time, was acquitted of formal charges by police, the patient's other doctors, and professional organizations. However, Barbara Noel's case was taken up by Ann Landers, a former friend of Dr. Masserman, in her syndicated column. Two other patients of Dr. Masserman, who (like Barbara Noel) owed him an outstanding balance, joined in the accusation of misconduct.

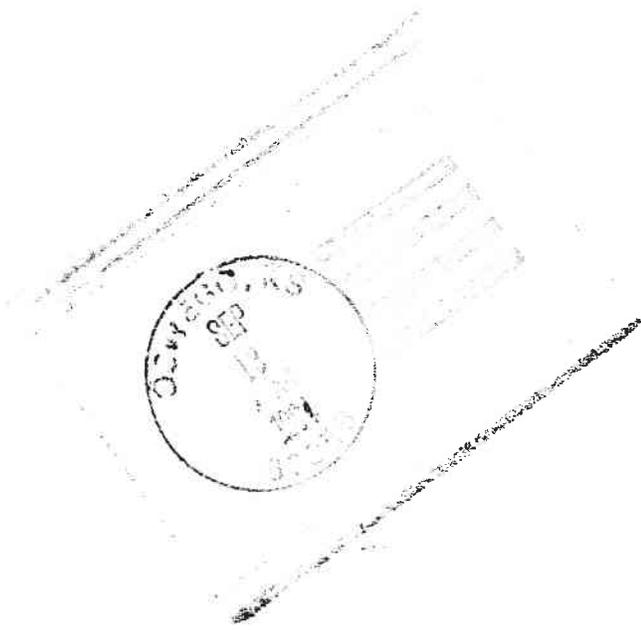
Dr. Masserman was handicapped in his quest for justice by two other factors: one, his trusted office nurse had died shortly before the incident; two, his attorney's office was reorganized, and a young and inexperienced lawyer was put on the case. Finally, Dr. Masserman discovered that the out-of-court settlement which he was urged to agree to, indicated no judgement as to his innocence; it merely represented a financial deal between his insurance company and the plaintiffs' lawyers, an arrangement to which he was never a signatory--indeed, he never saw it. The "gentleman's agreement," which obliged all sides to keep silent on the case and its outcome, had no legal force whatsoever. Barbara Noel had in her favor the advantage of an atrocity story, which she exploited, according to Dr. Masserman and his wife Christine, in a manner recalling the Salem witch trials--a simile more apt than usual, since those melancholy events also represented the manipulation of disturbed persons for political advantage. Finally, while some of his professional colleagues backed him up, some others, anxious to distance themselves from the suspected "unperson," instituted their own investigations, on no solid evidence whatsoever. There were even voices accusing Dr. Masserman of murdering his own nurse.

The latter part of the book includes an overview of sexual deviation and accusations in society, with a discussion of the future of human social psychology. This part of the text resembles lecture notes. The reader, unless interested in philosophical discussion, might well skip over much of this. This reviewer was more interested in Dr. Masserman's discussion of similar instances of abuse of evidence, notably in the "Li'l Rascals" case, in which the directors of a child-care center were sentenced to twenty years in prison on the carefully manipulated evidence of small children, some of whom stated that they had been sexually abused in a spaceship.

The author quotes a dean of Vassar College to the effect that a woman need not bother whether her accusation of rape by a man is true. The accused probably did something to deserve it anyway. Such disregard of truth, whether by a college dean or by a patient undergoing psychiatric treatment, feeds into the wildest conspiracy theories and "revisionist history." Dr. Masserman's own commonsensical approach--why should an octogenarian psychiatrist, with decades of teaching, research, and honors behind him, and diminished in strength, attempt to violate a patient, in his own office, when his staff was within easy hearing?--was evidently set aside or ignored by almost every person concerned with the case, for many years. Not a pleasant book to read, and not without a certain didacticism, this book will be studied with attention by all those who can refrain from the cry, "My mind is made up! Don't confuse me with facts!"

There is an appendix with documents, a bibliography and supplemental readings; but no index.

--Noel Peattie, Winters CA



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