Hahn and Miller share plans for ACRL

By Bessie K. Hahn and William Miller

Be sure to vote in the election this spring

Ed. note: C&RL News offered ACRL candidates for vice-president/president-elect, Bessie K. Hahn and William Miller, this opportunity to share their views with the ACRL membership. Although many of the issues and concerns facing ACRL are discussed informally at meetings, this does not provide a national forum available to all members. We hope that providing this forum will assist you in making an informed choice when you receive your ballot next month.

BESSIE K. HAHN

The ACRL Board and Planning Committee are developing a new strategic plan for the association with a projected date of completion by mid-1995. The new plan will generate a set of goals and objectives which I, if elected, will strongly support. In the meantime, taking advantage of many initiatives already begun by recent presidents, I have in mind several key issues that I hope to have the chance to address.

Service to members

The first and foremost task of ACRL is to help its membership grow and flourish as academic librarians. The 1993 ACRL member survey indicated that the top two reasons for membership in ACRL are to update knowledge of library practices and to be professionally supported. In the meantime, taking advantage of many initiatives already begun by recent presidents, I have in mind several key issues that I hope to have the chance to address.

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Publications

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Association of College & Research Libraries
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Patricia Ann Sacks and Sara Lou Whildin
This valuable, step-by-step workbook helps librarians complete their self-study and evaluation processes.
$18.00, 80p.
0-8389-0621-4, 1993

Measuring Academic Library Performance: A Practical Approach
Nancy Van House, Beth Weil, and Charles McClure
This easy-to-use set of output measures is designed to assist in measuring the impact, efficiency, and effectiveness of academic library activities.
$34.00, 140p., 0-8389-0529-3, 1990;
$75.00 with self-running database, 0-8389-0542-0, 1991

CLIP Notes
Practical ideas for managing your library's programs and services are contained in ACRL's College Library Information Packets (CLIP Notes). Each CLIP Note provides data and sample documents from college and small university libraries that will assist you in establishing or refining services and operations.

NEW!
Library Services for Non-Affiliated Patrons, CLIP Note #21
Eugene S. Mitchell, comp.
Sample policies and procedures for dealing with service to the non-affiliated library user. Collected from academic institutions nationally. Includes examples of information sheets, application and registration forms, ID cards, recourse letters, and reciprocal agreements.
$32.95; ACRL member $27.95, 151p.
0-8389-7781-2, 1995

Managing Student Workers in College Libraries, CLIP Note #20
Michael Kathman, Jane McGurn Kathman, comps.
Comprehensive guidance for managing student employees. Includes examples of policies and procedures for employment, dismissal, orientation, training, supervision, and performance review. "Highly recommended for small and medium-sized libraries employing student workers."—Library Journal
$29.95; ACRL member $25.95, 140p.
0-8389-7752-9, 1994

Formal Planning in College Libraries, CLIP Note #19
Sarah Watstein, Pamela Wonsek, Paula Matthews, comps.
A survey of formal planning procedures at academic libraries. Includes examples of worksheets and checklists, vision statements, and formal planning documents.
$27.95; ACRL member $24.95, 120p.
0-8389-7743-X
Staff Development and Continuing Education, CLIP Note #18
Elizabeth Sudduth, Lynn Livingston, comps.
Survey and examples of policies for development and continuing education of both professionals and paraprofessionals. Sample documents are from development plans specifically for library personnel and from collegewide faculty development plans.
$22.95; ACRL member $19.95, 134p.
0-8389-7715-4, 1994

Database Searching in College Libraries, CLIP Note #15
Sarah Pederson, writer and comp.
Samples of policies and procedures statements, forms, promotional documents, and instructional handouts.
$29.95; ACRL member $24.95, 132p.
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Kristine Brancolini, comp.
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0-8389-7495-3, 1991

College Library Newsletters, CLIP Note #13
Patricia Smith Butcher and Susan McCarthy Campbell, comps.
Sample newsletters as well as nameplates, graphics, and style manuals/guidelines for guest editors are included.
$18.95; ACRL member $15.95, 154p.
0-8389-7445-7, 1990

Emergency Planning and Management in College Libraries, CLIP Note #17
Susan C. George, comp.
Policies and procedures for emergency planning and management in college libraries. Includes examples of plans covering everything from earthquakes to salvage procedures.
$28.95; ACRL member $25.95, 146p.
0-8389-7710-3, 1994

Interlibrary Loan in College Libraries, CLIP Note #16
Roxann Bustos, comp.
Sample policies and procedure statements, forms, public relations documents, and instructional handouts for libraries offering online searching, CD-ROM, and other computer-based services.
$34.50; ACRL member $28.75, 148p.
0-8389-7652-2, 1993
Performance Appraisal in Academic Libraries, CLIP Note #12
Barbara Williams Jenkins, comp., with the assistance of Mary L. Smalls
"...a wide variety of philosophies and approaches, ranging from series of relatively open-ended questions to grids for grading employees on specific qualities and achievements."—JAL
$18.95; ACRL member $15.95, 128p.
0-8389-7444-9, 1990

Collection Development Policies for College Libraries, CLIP Note #11
Theresa Taborsky, comp.
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$26.95; ACRL member $21.95, 175p.
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Annual Reports for College Libraries, CLIP Note #10
Kenneth Oberembt, comp.
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0-8389-7219-5, 1988

Friends of College Libraries, CLIP Note #9
Ronelle Thompson, comp.
"This is a must for two groups of libraries: those who have Friends groups and those who do not."—Library Journal
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0-8389-7171-7, 1987

Periodicals in College Libraries, CLIP Note #8
Jamie Webster Hastreiter, Larry Hardesty, David Henderson, comps.
"Recommended for all college and university libraries."—Library Journal
$18.75; ACRL member $15.45, 116p.
0-8389-7143-1, 1987

Mission Statements for College Libraries, CLIP Note #5
Jamie Webster Hastreiter, Larry Hardesty, David Henderson, comps.
"...a commendable production."—RQ
$21.95; ACRL member $16.50, 107p.
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PERSONNEL ISSUES

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Discovering Librarians: Profiles of a Profession
Mary Jane Scherdin, editor
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$35.95; ACRL member $31.95, 220p.
0-8389-7753-7, 1994

Academic Status: Statements and Resources, Second Edition
Susan Kroll, editor
A compilation of the ACRL standards and guidelines that apply to faculty status for academic librarians, as well as a selective bibliography.
$10.95; ACRL member $8.95, 62p.
0-8389-7739-1

Jennie S. Boyarski, Kate Hickey, editors

A survey of community and junior colleges' collection development policies with examples of eleven complete and seven partial policy statements.

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Books for College Libraries III

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0-8389-3353-X, 1988

Directory of Curriculum Materials Center, 1990

Donald Osier, Carol Wright, Janet Lawrence, Mary Ellen Collins, Beth Anderson, comps.

This directory includes 272 institutions and covers purpose, hours, staffing, budget, service, and holdings.

$39.50; ACRL member $32.95, 240p.

0-8389-7439-2, 1991

Women's Studies Collection Development Policies

The WSS Collection Development and Bibliography Committee

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0-8389-7596-8, 1992

Richard Garnett: The Scholar and Librarian Publications in Librarianship No. 46

Barbara McCrimmin

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$30.00. 211p.

0-8389-0508-0, 1989

Curriculum Materials Center Collection Development Policy, Second Edition


A model policy is provided along with example policies from libraries that illustrate modifications to the model to fit specific local needs.

$16.95; ACRL member $14.95, 46p.

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ACRL Publications - 5
State Education Documents: A State-by-State Directory for Their Acquisition and Use
EBSS Education-Related Government Publications Subcommittee
This directory provides the means to access the large variety of state education documents available from government agencies. $21.95; ACRL member $18.95, 54p.
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Western European Studies: Current Research Trends & Library Resources
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Eleven research papers offer thoughtful synthesis, personal insight, and information useful for anyone dealing with recent scholarship in Western European studies.
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0-8389-7461-9, 1990

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The Evolving Educational Mission of the Library
Betsy Baker, Mary Ellen Litzinger, editors
Strategic issues which challenge the development of instructional programs in academic libraries and roles for librarians in the educational processes of their parent institutions. Academic librarians, library school educators, and higher education faculty and administrators will want this book. "Those excited about the information literacy movement will likely find this book inspiring." — RQ
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Read This First: An Owner's Guide to the New Model Statement of Objectives for Academic Bibliographic Instruction
Carolyn Dusenbury, Monica Fusich, Kathleen Kenny, and Beth Woodard, editors
"...the MSO [model statement objectives] may serve as a checklist in evaluating existing BI programs, developing educational goals when determining new programs, and determining whether such goals are being achieved." — Library Journal
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0-8389-7548-8, 1991

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$7.95; ACRL member $6.95, 15p.
0-8389-7734-0, 1994
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Publications in Librarianship: No. 48
An examination of the qualities and functions of abstracts and the challenges involved in text condensation.
Helen R. Tibbo
$35.00, 276p.
0-8389-3430-7, 1993

Robert Sydney Martin, editor
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0-8389-7622-0, 1992

STATISTICS & RESEARCH

ACRL University Library Statistics, 1992-93
Library Research Center, Graduate School of Library & Information Science, University of Illinois at Urbana-Champaign, comp.
Data from over 109 participating libraries. Library categories include collections, personnel, expenditures, and interlibrary loan. Institutional categories include degrees offered, enrollment size, and faculty size.
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ACRL University Library Statistics, 1990-91
Library Research Center, Graduate School of Library & Information Science, University of Illinois at Urbana-Champaign, comp.
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0-8389-7587-9, 1992

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$49.95; ACRL member $29.95, 79p.
0-8389-7446-5, 1990

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___ Guidelines for the Preparation of Policies on Library Access
_C&RL News_, Dec. 1992. 10p. $2.00

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___ Guidelines for Audiovisual Services in Academic Libraries
_C&RL News_, Oct. 1987. 4p. $2.00

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___ Guidelines for Bibliographic Instruction in Academic Libraries
_C&RL News_, April 1977. 1p. $2.00

___ Model Statement of Objectives for Academic Bibliographic Instruction
_C&RL News_, May 1987. 6p. $2.00

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___ Guidelines for Branch Libraries in Colleges and Universities
_C&RL News_, March 1991 4p. $2.00

___ Guidelines for Extended Campus Library Services
_C&RL News_, April 1990. 3p. $2.00
(also see _C&RL News_ Jan. 1993 p.7 for corrections)

___ The Mission of an Undergraduate Library: Model Statement
_C&RL News_, Oct. 1987. 3p. $2.00

___ Standards for College Libraries
_C&RL News_, April 1995. 12p. One copy free; additional copies $2.00 each.

___ Standards for University Libraries

COMMUNITY & JUNIOR COLLEGES

___ Standards for Community, Junior and Technical College Learning Resources Programs
ACRL/AECT.

PERSONNEL ISSUES & FACULTY STATUS

___ ALA-SAA Joint Statement on Access to Original Research Materials
_C&RL News_, Dec. 1993. 2p. $2.00

___ Guidelines for Academic Status for College and University Libraries
_C&RL News_, March 1990. 2p. $2.00

___ Joint Statement on Faculty Status of College and University Librarians
ACRL/AAUP/AAC. _C&RL News_, Feb. 1974. 1p. $2.00

___ Model Statement for the Screening & Appointment of Academic Librarians Using a Search Committee
_C&RL News_, Nov. 1992. 4p. $2.00

___ Model Statement of Criteria and Procedures for Appointment, Promotion in Academic Rank, and Tenure for College and University Librarians
_C&RL News_, May 1987. 8p. $2.00

___ Standards for Faculty Status for College and University Librarians
_C&RL News_, May 1992. 2p. $2.00

___ Guideline on Collective Bargaining
_C&RL News_, March 1993. 1p. $2.00
Recent standards have been made available on the ALA/ACRL gopher. Gopher to "gopher.uic.edu, port 70".

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Rare Books & Manuscripts Librarianship
A journal of theory and practice covering all aspects of special collections librarianship. Two issues/year. $30.00 U.S.; $35.00 for Canada and Mexico; and all other countries $40.00; single issues $15.00 each. ISSN: 0884-450X.

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Official journal of the Association of College and Research Libraries. Six bimonthly issues per year. Sent to ACRL members as a perquisite of membership. Also available on subscription. $50.00 per year in the U.S.; Canada and Mexico $55.00 per year; and all other countries $60.00; single issues $14.00 each. ISSN: 0010-0870.

College & Research Libraries News
Official news magazine of the Association of College and Research Libraries. Eleven issues per year (July/August combined). Sent to ACRL members as perquisite of membership. Also available on subscription. $35.00 per year in the U.S.; $40.00 per year in Canada and other PUAS countries; $45.00 in other foreign countries; single issues $6.50 each. ISSN: 0099-0086.


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agement, “interdivisional collaboration,” and “dealing with conflict.” I strongly advocate ACRL’s involvement in advancing members’ organizational skills as well as library expertise.

Meeting the needs of increasingly diverse user populations

“By 2010, the combined multicultural populations in Arizona, California, Colorado, New Mexico, and Texas will become the numeric majority,” stated Rebecca R. Martin in a recent article.¹ There is no doubt that the faculty and student bodies academic librarians serve come from many different cultures and backgrounds. ACRL, along with individual libraries and librarians, has been highly sensitive to this issue. One of ACRL’s goals this year is to strengthen the its commitment to diversity. From articles such as Martin’s, it is clear that some libraries have successfully coped with and fostered diversity in their institutions. However, in order to ensure that we provide responsive services to all of our users, there has to be a more concerted effort in our profession to address the many challenges of diversity, from sensitivity training to serving diverse user populations to recruitment of ethnic minorities into our ranks. ACRL can continue to play a major role in sharing successful strategies among its membership; coordinating efforts with other ALA-affiliated minority organizations, such as the Black Caucus of ALA and the Chinese-American Librarians Association; and collaborating with other higher education organizations interested in multiculturalism and diversity.

Leadership: Within the higher education community

Recent developments in electronic resources and new ways of seeking information have thrust academic librarians onto the center stage of instruction on campus, whether we have faculty status or not. More than ever, academic librarians are on the front line teaching students and discipline-based faculty members how to navigate efficiently through the increasing array of information resources. Advances in information technology are changing the nature of the learning environment and prompting many educators to reevaluate the traditional methods of teaching and research. This presents a golden opportunity for academic librarians, who are well versed in issues and trends of scholarly communication and information technology, to contribute to the discussion and become key players in shaping the future of higher education.

To achieve such an important leadership role in the “business” of higher education, ACRL must actively continue to seek out links with other higher education organizations and scholarly associations, to create opportunities for dialogue, and to assist its members in developing similar leadership roles on individual campuses. In recent years, the Professional Liaison Committee has accumulated an impressive record of linking with other organizations; but the field of higher education is vast, so there is much more linking and collaborating to do.

Leadership: In the formulation of national information policies

In 1994 the National Information Infrastructure (NII), the Clinton administration’s plan to enhance American leadership in the information age, prompted many debates on telecommunications standards, security, and privacy on the “information superhighway”; intellectual property rights in the electronic environment; and the digitization of vast amounts of information for transportation over the superhighway. Each of these topics has policy implications that will greatly affect libraries and how we serve our faculty and students. ACRL must again play a leadership role in these discussions and shape the resulting national information policies to enhance the ability of academic libraries to serve their users.

Become all we can be²

Shoshana Zuboff, in her book titled In the Age of the Smart Machine, stated:

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For academic librarians to be successful professionals in the 21st century, ACRL, and each and every one of us, must assume a leadership role in the future of scholarly communication.

Notes

WILLIAM MILLER

Academic and research librarians expect a lot from ACRL, and it is remarkable the degree to which ACRL (to which most academic librarians do not even belong) is nevertheless able to meet the needs of all of us, from promulgating standards to providing publications to helping our institutions fill positions. It is truly remarkable how much the staff and the membership together are able to accomplish. Strong and competent leadership has positioned the association well, both financially and organizationally within ALA. Still, there will be inevitable challenges to face in the years ahead, especially as nationwide resources become ever more constrained.

The effects of technology
We are all interested in technology, and also worried about it. At best it can revitalize and revolutionize our profession; at worst it can marginalize us or even eliminate not only librarianship but also much of academia as we currently know it. Our leaders have done well in setting up electronic means of communication and maintaining ACRL's membership in the Coalition for Networked Information, but we probably need a more concerted effort to anticipate the effects of changing technology on the profession of academic and research librarianship. I would set up a task force on possible information futures to advise the Board and help inform structural change in the association. The information age is still being invented. Just as we need to keep aware of it in our individual institutions, ACRL must plan to help represent a rapidly changing profession.

Reinventing the organization
Meanwhile, we need to consider a streamlining of ACRL, and a better articulation of our relationship with the rest of ALA. We do a fairly good job of eliminating committees that have outlived their usefulness, and we certainly want to give people with special interests a chance to fulfill their needs. However, it is far too easy to be so wrapped up in committee meetings (I counted about 350 such ACRL meetings in Philadelphia) that one has no time to attend programs, even ACRL programs. There is little time, in practical terms, for anyone seriously committed to ACRL business to function within the rest of ALA in any significant way.

We need to make significant time for ACRL members to attend non-ACRL events; participate in programs of other divisions; learn from and support our vendors at the exhibits; and simply enjoy the particular city we are visiting. We can never fully resolve this problem, but I would move to limit committee "sprawl"; limit units' programs substantially, perhaps offering them on a rotating basis; and explore the combining of ACRL units with similar groups in other divisions, creating "window" committees and programs which are appointed by and serve the needs of more than one division. The ALA PLAN listserv, devoted to joint programming, is a good idea. Anything we can do to reduce duplicative programming must be pursued.

Effect of national conferences
As part of its new planning process, the Board needs to consider fully the effect that our new every-other-year National Conference schedule will have on ACRL. We have not integrated the National Conference at all into our ongoing activities, and we may not be able to, but the increased frequency of this conference, combined with possible changes in ALA's programming (including possible elimination of the annual conference every other year, as suggested in the ALA self-study) make it impera-
tive that we consider ACRL's programming as a totality, and stop thinking of the National Conference as an unrelated add-on.

Continuing education
The rather sudden elimination of ACRL's formal continuing education (CE) program several years ago weakened the association, in my view. The program as formerly constituted may have been costly and ineffective, but ACRL should offer some kind of formal CE program. It might be possible to substitute CE for some of our usual ALA programming (three speakers—one good, one bad, one horribly bad) and institute a tracked and progressive CE program which people could choose either to attend for free or register and pay for on a formal basis. The National Conference would be a good venue for formal CE, and the “Institutes” model followed by other divisions might also bear consideration.

Budgetary needs
ACRL is in a relatively strong financial position, but finances are still somewhat uncertain from year to year. Nevertheless, a large fund balance is required by ALA as a condition for mounting national conferences. The increased frequency of the national conferences, combined with ALA's accounting rules which recognize no revenue until earned, will mean that most of the cost of mounting a national conference will now have to be borne during a two-year rather than a three-year cycle. Meanwhile, the cost of basic membership services is barely covered by member dues, now the lowest of any division.

For these reasons, even if new services are not added, it is inevitable that a dues increase must be considered. Paradoxically, however, I would urge that a significant portion of any new revenue be added to ACRL's Endowment Fund to hold down the need for future dues increases and provide an increased, steady, and secure portion of the association's budget in future years.

Racial and ethnic diversity
To have a profound effect on recruitment of minorities into our libraries, we would have to have a great impact on factors over which librarians generally have no direct control—so we may be working at the margins here. Nevertheless, we must increase internships and mentor programs to help us affect the career choices of high school, college, and library school students. Cooperation with overall ALA efforts focusing on the image of the profession, and ACRL's own task force on certification may have long-term impacts on our ability to recruit. More importantly, the cliches of the “information highway,” and the reality of our job duties if we can communicate them effectively, may ultimately work to our advantage in helping to make academic and research librarianship a more attractive career alternative for all racial and ethnic groups. One live demonstration of public telecomputing at a high school might be worth many thousands of words in communicating the excitement we naturally feel about our profession.

Contact with other professionals
Visibility in other professional associations may also help us with minority recruitment. For this and many other reasons, we need to form coalitions with professional groups outside of librarianship. Talking amongst ourselves can take us only so far. Thanks to current strong leadership we have a rejuvenated effort through the National Coalition on Information Literacy to reach out nationwide in this area. We must reach out to professional associations in a variety of areas that interest them, from technology and the bibliographic control of their literatures to the lifelong learning needs of their members. Academic and research librarians cannot stand as an island apart from the world in which we work. The formal liaisons whom we choose will be a part of this effort, but the contact must reach down further into our association, and theirs.

Leadership within ACRL
ACRL is a large and complex organization, and it exists in an even more complicated environment, both within ALA and outside of it. Additional training for effective leadership within ACRL is essential. Leaders must act as spokespersons for the organization and for the overall profession, as well as managers and re-
shapers of the association itself. Recent initiatives to improve leadership include establishment of a listserv for elected leaders, and formal training and planning sessions on Friday afternoons for elected leaders during ALA. These worthwhile efforts merit expansion, perhaps through a continuing education effort for a larger share of the membership. We must prepare ourselves to be leaders.

When it comes to running for vice-president/president-elect of ACRL, however, how does one prepare? My experience as chair of the Bibliographic Instruction Section and of the Choice Editorial Board, as president of the Michigan ACRL Chapter, and as a member of ACRL’s Planning and Budget committees have exposed me to a significant percentage of ACRL’s many facets, especially because they have inevitably meant ex officio involvement in many other areas such as conference programming, publications, and Chapters Council. My work at small colleges and large universities has exposed me to most of the work environments in which our members move. If I merit this office, it is only because I have experienced ACRL under various conditions for the past twenty years, and understand something about how ACRL relates to the needs and experiences of the average member.

We are entering a new era in which competition for reduced resources in higher education will be intense and the basic nature of the profession will be altered. If elected, I will try my best to keep the organization vital and represent your needs during this crucial transitional age.
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