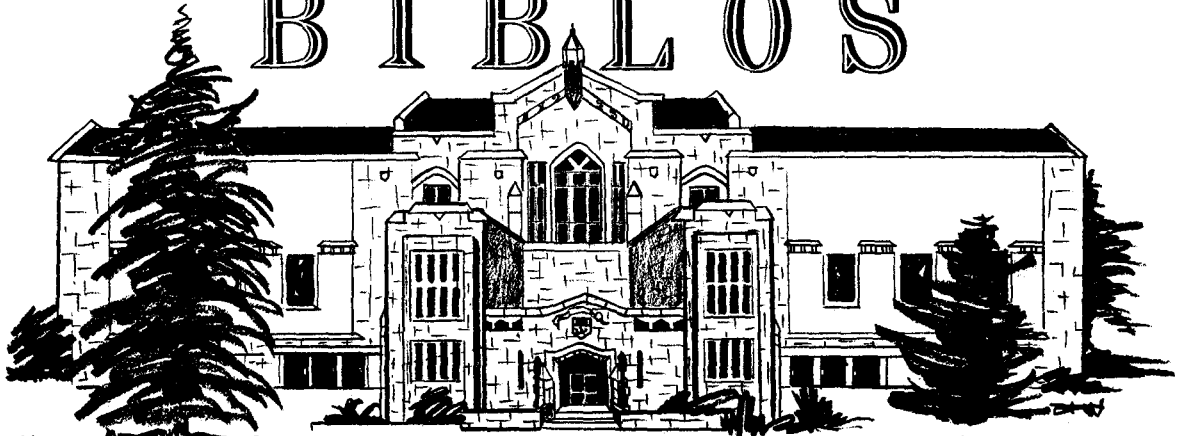


BIBLOS



V. 2, No. 12 of the U.B.C. LIBRARY NEWSLETTER OCTOBER 1966

AN END AND A BEGINNING

This issue marks the end of the second year in the life of Biblos. Its survival of the initial "3 month trial" period can be accredited to our founding editor and now Prairie-wanderer, Jay Kincaid. This past year reflected the energy and determination of Kathy Ward (who confused the issue by assuming a new identity 'arf way through) and her artistic and poetic crew. Although the new staff is not theoretically supposed to start until next month, the old-hands figured we needed some extra practice so here we are! Full of ideas (?) and a wee bit wet behind the ears, we are taking our first plunge...

Suggestions, ideas and comments are more than invited - the BIG RED "BIBLOS" BOX IN THE COFFEE ROOM is always awaiting your notes if you can't find one of our keen types around!

FEATURING THIS MONTH:

	Page
News and Staff Changes	2
Non-Professional Turnover	5
Administration Biographies (Part 1)	9
An Expedition to Thrums	13
Processing Jurisdictions	14
Woodward Library Acquisitions	16
Poetry Contest Results	17

Many thanks to all those who have contributed to this issue - we sure couldn't have done without you!

FOR YOUR INFORMATION:

SEARCHING AND L C CATALOGUING SECTION, CATALOGUING DIVISION

The former Searching Section of Acquisitions has merged with the L C Cataloguing group to form the Searching and L.C. Cataloguing Section of the Cataloguing Division, headed by Dorothy Shields and assisted by Georgia MacRae and Dave Thomas.

The ACQUISITIONS DIVISION is now that section formerly called "Funds and Invoicing" or "Orders, Funds and Invoicing" headed by Rita Butterfield and assisted by Nick Omelusik. This is being brought to your attention because not all of the staff lists and other memoranda have been revised to reflect the new situation and a certain amount of confusion and uncertainty has resulted.

PERIODICALS READING ROOM

The Periodicals Reading Room, housing unbound periodicals on the 5th floor is completely separate from the Serials Division and is supervised by Pat McCalib in the Social Sciences Division.

NEW ADDITIONS TO SPECIAL COLLECTIONS

The last word from our attic dwellers reveals the presence of three new collections:

The WILLIAM BENNETT MEMORIAL LIBRARY, a collection of Communist material in the English language. Named after the founder, this library was built up in private homes which were assumed to be centers of the Communist Party in B. C. No definite count has been made as yet, but, by rule of thumb, Anne has estimated there are approximately 750 books plus a collection of pamphlets and periodicals.

A collection of presentation copies, manuscripts and allied material all by or relating to WILLIAM SCOTT BELL, an English poet of the 19th century.

The ROSSETTI-ANGELI ARCHIVES, a valuable manuscript collection

consisting primarily of the correspondence of the Rossettis,

* * * * *

STAFF CHANGES

WELCOMING -

Eleanor Arthur	Clerk I	Circulation
Christiane Bartel	Clerk I	Science
Kay Bassford	Clerk I	Woodward
Kathy Botta	Clerk I	Social Work
Helen Bradley	Clerk II	Acquisitions
Valerie Carlisle	Clerk I	Acquisitions
Ursula Compes	Clerk I	Cataloguing
Margaret Glaspie	Clerk I	Acquisitions
Andrea Haeussler	Library Assistant	Acquisitions
Monica James	Clerk I	Law Library
Rhonda Jennens	Clerk I	Cataloguing
To Kuan	Library Assistant	Cataloguing
Ivy Li	Clerk I	Special Collections
Nancy Moss	Clerk I	Woodward
Marlene Myers	Clerk I	Serials
Mary-Lynn Natchel	Clerk I	Circulation
Barbara Nyberg	Clerk I	Sedgewick
Judy Schwarz	Library Assistant	Circulation
Caroline Shaw	Clerk I	Sedgewick
Jackie Urban	Librarian	Cataloguing
Philomena Vacheresse	Clerk I	Acquisitions
Fannie Woodsworth	Senior Lib, Asst.	Cataloguing

CONGRATS TO -

Rosemary Alder in Circulation, now a Clerk II
 Allan Quan in Serials, now a Clerk II
 Caroline Stewart in Cataloguing, now a Clerk II

SORRY TO SEE YOU GO -

Roswitha Haas	Clerk I	Woodward
Hanne Henriksen	Clerk I	Cataloguing
Kathy Langton	Clerk I	Circulation
Susan Little	Clerk I	Sedgewick
Susan Roper	Clerk I	Acquisitions
Alice Schonfeld	Secretary II	Government Pubs.
Howard Spence	Library Assistant	Cataloguing

Susan Stepney	Clerk I	Acquisitions
Margaret Weismiller	Clerk I	Circulation
Paralee Witton	Clerk I	Sedgewick

STAFF WHO ARE NOW STRUGGLING THROUGH LIBRARY SCHOOL -
(Heaven help them!)

Jeremy Palin	Daryl Dickman
Marilyn Meister	Shannon Harper
Richard Landon	Bob Haxton
Blair Cowan	Mary Popow
Margaret Leighton	Lynne Jarman
Helene Mitton	Frances Johnson
Rachel MacNab	Margaret Price

STUDENT HIRING

Students were interviewed from the 12th to the 14th of September in a hut adjoining the Student Placement Centre. At the end of the three days, 1,330 weekly hours had been filled out of a total of 1,383, leaving 3.8% outstanding.

Weekly hours may run from four to a maximum of ten per week. At an estimated average of $7\frac{1}{2}$ to 8 hours some 170 students should now be on the library payroll.

The main problem is to fit the gaps in the individual's class timetable into holes in one of the divisional time schedules (represented by charts). Thus the operation is rather like a multi-jigsaw puzzle, somewhat complicated by the prevalence of heavy schedules on Mondays, Wednesdays and Fridays, which leaves the large majority of applicants competing for Tuesday and Thursday vacancies.

A selective process is attempted at the same time in the hope of picking responsible people for the many positions which warrant this attention. Time and the degree of good humour of those who carry the load will show how successful or otherwise this year's hiring has been.

Johy Gray

NON-PROFESSIONAL TURNOVER

The question comes up again.

"Why do you think the Library lost so many clerks and Library Assistants last year?" Replies varied, the most positive reason being "poor salary". Other gripes include "No unemployment insurance", "being on hourly staff" and, "lack of incentive to progress".

A feeling of isolation from the Librarians so often remarked upon, can be explained in that Librarians regard the Library as a vocation and a career whereas most clerks, secretaries and Library Assistants on the whole do not. The average clerk considers this to be just another job and if another organization will offer them \$40.00 a month more for doing approximately the same thing, they will quit and join the other firm. Consequently the Library is used by many as a "stepping stone" - a place to gain experience or to work for a few months while looking for something better in the way of promotion and/or salary.

This brings us to the question: "Are the Library's salaries competitive locally?" Mr. Palmer, Public Relations Section of the National Employment Office, conducted a survey of starting salaries of 410 junior clerks in Vancouver in October, 1965. These clerks straight from high school with a Grade 12 education supplemented with typing, etc. or with a few months' office experience were earning between \$250.00 - \$300.00 a month. The Clerical Employment Section of the same office gave the minimum starting salaries as \$40.00 a week to \$225.00 a month. However, at random, a small industrial firm in Vancouver was asked its salaries and they said that they paid \$205.00 a month to someone with no qualifications at all and \$250.00 a month to an applicant with any experience. It should be noted, in many firms, men are paid more than girls although they may be doing approximately the same job.

Enquiring about average annual staff turnovers, we found the National Employment office could not supply us with any statistics but estimated it to be around 10%. However, the same small industrial firm mentioned earlier gave its figures to be 67%. In the light of

this last figure, the library is competitive, but is a 52% turnover commendable?

WHAT IS THE LIBRARY DOING ABOUT THIS? PERHAPS THEY ARE WILLING TO LET MATTERS STAY AS THEY ARE?

Robin Williams

WHAT IS BEING DONE

Faced with heavy turnover, the Library decided some time ago to improve career opportunities for this large segment of the staff. Up to three years ago, a Clerk could never dream of becoming a Library Assistant; for, by definition, a Library Assistant had to have a university degree. The scarcity of Clerk II and complete lack of Clerk III positions certainly dashed any hopes for budding non-professionals, no matter how great their potential or experience.

Then came two major break-throughs - a Clerk I could become a Library Assistant after three years of library experience and, as of July 1st, a Clerk II in one year. This meant that a person with a high school education and little or no technical training could rise from Clerk I to Senior Library Assistant in five years and from a beginning salary of \$218.00 to an ultimate \$450.00 a month - from \$218.00 to \$265.00 in one year.

But how can one ascend the ladder when there are only a few Clerk II and no Clerk III positions? This was answered in the second break-through - the continuing creation of senior positions. In the last two years, some 15 positions have been reclassified. The sudden growth of the library has brought about large increases in staff but the following figures show the remarkable increase in the proportion of Senior Library Assistants to Library Assistants and Clerks II and III to Clerks I.

	Sr.Lib. Asst.	Lib. Asst.	Clerk III	Clerk II	Clerk I
Jan. 1964	6	31	0	11	34
July 1966	26	51	5	33	56

The trend to "promote from within" utilized the potential of staff to the fullest. In the last year alone, 70 non-professional staff members have been promoted, 20 of these since July 1st. Any doubts as to opportunities, anyone?

However, the Library is not resting on its laurels. The most recent "cause" is the total reclassification of non-professional staff. Its aim is to replace the former clerical and library assistant categories with four levels of Library Assistants. An analysis is being made of the definition of Clerk - does a Clerk I in the Library have comparable duties to a Clerk I in any other part of the university? By drawing up descriptions of all the various non-professional positions, BSS and Bill Bell hope to convince the Personnel Office of the uniqueness of library clerical work. The success of this would firmly establish career positions in the library for non-professionals and facilitate improvements in library conditions.

But ... but ... many of you ask, if everything is so wonderful, why the 52% turnover? Something must be drastically wrong with the Library! However, in reviewing the 1965-66 records for the reasons why some 105 people left, it was discovered that 80 departed for non-library reasons. These included travelling, changing location of husband's employment, having children, and returning to university. Fourteen library assistants this year alone left to acquire library degrees. Turnover for these reasons cannot be avoided.

However, some 25 people did leave for reasons directly involving the library system. These centered mainly around low salaries, poor ventilation and lighting. What is being done to rectify these valid complaints?

In the former, to ensure competitive SALARIES, BSS's pleas can be heard above the din in the annual negotiations with the university administration. With regards to VENTILATION, the Administration has allocated \$5,000.00 to Buildings and Grounds to investigate and suggest possible solutions to the problem

But undoubtedly there are other bones of contention not touched upon here. Only through open discussion can these be brought to light, evaluated and eliminated.

The floor is yours...

* * * * *

STUDENT-LIBRARY COMMITTEE

A Student-Library Committee has been appointed to deal with matters of mutual interest, primarily orientation.

A. M. S. Representatives

Dick Holt, Graduate Students Assn.
Kris Emmott, Ubysey
Frank Flynn, Science Undergraduate Soc.
David McNamara, Engineering Undergrad.
Society

Library Representatives

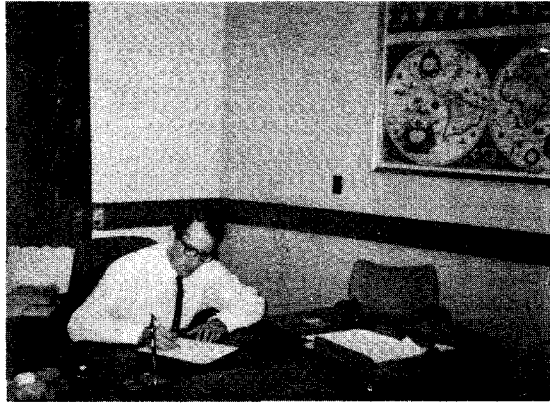
B. Stuart-Stubbs
T. Erickson, Sedgewick
S. Port, Main Library
G. Palsson, Woodward

* * * * *

DO YOU KNOW YOUR HEADS?

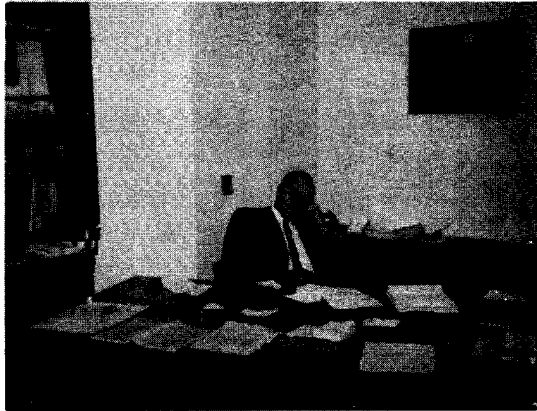
The Heads of the various departments of the Library manage to disguise themselves so effectively that new and relatively old members of the staff can work in the library without any knowledge of many of them and their particular responsibilities. Biblos is initiating a series on the Heads in which photographs will be used for the first time in Biblos. Thanks to Bill Watson for organizing this for us.

BASIL STUART-STUBBS



See Baz.
Baz is Librarian.
Run, Baz, Run.
Baz listens.
Baz thinks.
He thinks up things.
Things impossible for people to do.
Then he tells people to do them.
This is called policy making.
He also talks to people.
This is called image making.
One day the Library might not work.
Run, Baz.

INGLIS (BILL) BELL



Born in Podunk, Alta., B. B. at an early age demonstrated a decent appreciation for geography by shaking the prairie dust off his sneakers. Staff from the East and the South will confirm that his continuing geographical discernment influenced their acceptance of a position at U. B. C.

It is the general opinion of the male staff that one of B. B.'s most practical contributions has been to the decor of the Library. Another recent guide line in selecting staff has been the need to locate a sufficient clutch of males to make up the recently instituted bi-weekly poker games.

As well as Personnel, B. B. assists the Librarian in preparation of the annual budget and is responsible for operating expenditures. In this position of Chancellor of the Exchequer, he is regarded by some as Santa Claus and by others as a pinchfist, he admits to being Santa Claus.

Royalties from two books and fourteen years of contributions to annual publications and magazines have brought him a total financial return of \$700.00. His claim that this does not constitute overpayment for services is regarded as sharp bargaining.

ROBERT (BERT) HAMILTON

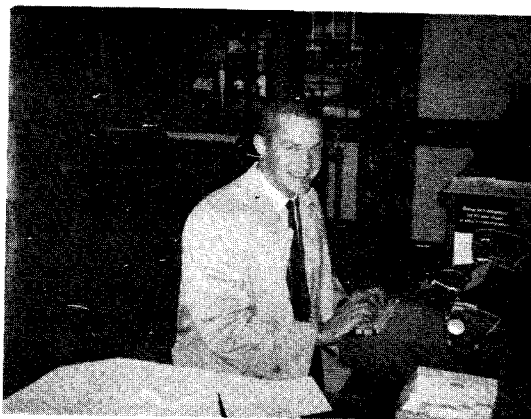


To begin at the end - his title is Assistant University Librarian (in charge of collections) a position he was appointed to as a refugee from the U. B. C. Library School in 1964. Previously an associate professor in the School, he traces his professional meanderings back through the Library of Parliament, Ottawa, and the New York Public Library to student years at McGill and Columbia Universities.

His responsibilities as Assistant Librarian can be summed up as administrator in charge of junk mail, coordinator of reference services, and surveyor of book funds. The Bibliographers are under his direction and they help keep him from committing too many purchasing gaffes.

He is a compiler of several work-a-day books, including Canadian Quotations and Phrases which was recently republished in paperback. Books are of passing interest, however, whether his own or those written by others - his only passion is the growing of orchids.

ROBIN (Bob) MacDONALD



A Vancouverite, who started out from school back in '49 as an IBM machine operator and found that by chance he had fallen into something that might catch on -- it did, and he has since been working with different systems and equipment until April '65 when joining the Library as the systems analyst.

This is a staff position, concerned with all methods in the Library, but primarily those involving computers and other automated systems. Because a large part of his time is spent in various parts of the Library, he is hard to locate.

An earlier Biblos publication carried a suggestion that a long string should be tied to his leg.....

AN EXPEDITION TO THRUMS

The letterhead reads "Maloff's Research Library". In smaller print immediately below is summarized the proprietor's ethos "Anti Militarism and Vegetarian Idealism". It was with the objective of adding this collection to the Library's holdings that Bert Hamilton, Graham Elliston and I set out for the Kootenays on the morning of September 17th.

Thrms is an interesting place, if only because it is rendered mysterious by the dearth of information as to its origins and history. Located four miles northeast of the confluence of the Columbia and Kootenay Rivers, it is an unprincipled hamlet, little more than a string of houses distributed erratically along the highway to Nelson. In its halcyon days the village had a population of approximately 400, of which the overwhelming majority was of the Doukhorob conviction. There once was a school, but no longer. The post office may still exist. Peter Maloff has made his home in Thrms for over forty-five years.

On arriving we were greeted by Maloff's son, who ushered us into the living room to meet his father. The elder Maloff is a tall, slender man of patriarchal bearing. Thinning white hair and a neatly trimmed moustache, embellish facial characteristics which are not unlike those of Lenin. Although born in Saskatchewan, Maloff speaks English with an accent, reflecting the isolation which the Doukhorob community experienced in its early days in this country.

The man's life has not been uneventful. Simma Holt has described him as an "intelligent and eloquent fanatic", a judgement which, in its more pejorative connotations, is no longer valid. Once active as a propagandist in close association with the leadership of the Sons of Freedom sect, he has long since become independent and is now more concerned with articulating his ideas in cooperation with all varieties of pacifist groups. A self-made intellectual, Maloff has travelled around the world, participated in conferences and other public gatherings and written extensively on the Doukhorob. He is now contemplating a companion volume to his lengthy history of that group. His correspondence files are voluminous and include communications from the likes of George

Woodcock, Gandhi, H. G. Wells, Tagore and Pitrim Sorokin. He has also been incarcerated on more than one occasion for religio-political activities.

The Maloff collection is heavily oriented toward philosophy, literature, and the politics of dissent. Most is in the Russian language, including runs of several emigre periodicals published in the United States. After spending most of Sunday selecting and packing the books, with time out for borscht, we departed with some 850 volumes

Nick Omelusik

"Inspiration"

If the day looks bock-bock crazy
 And your chances kinda hazy,
 If the situation's puzzlin'
 While through the stacks the bockworms' guzzlin'
 If perplexities keep pressin'
 And the Engineers have you guessin'
 Just bear up and grit your teeth
 And keep on keepin' on.

ARE OF THE DIFFERENCES IN JURISDICTION BETWEEN GOVERNMENT PUBLICATIONS, SERIALS AND ACQUISITIONS?

The Government Publications Division purchases and services both serial and monographic publications of governments, namely judicial publications of the governments of all levels - municipal, provincial or state, and national. They also handle the works of international organizations, the members of which are governmental (e.g. United Nations, UNESCO, NATO). The works of international organizations the members of which are individuals or private societies are not handled by Government Publications. While universities and colleges are not considered to be governmental, the agricultural experimental stations and geological surveys, even when located at universities, are handled by Government Publications

Division. This division also services the microform collection because it is located next to it, but microforms are purchased according to the format of the original, with Serials purchasing microforms of periodicals, Government Publications purchasing microforms of government publications, and Acquisitions purchasing those of monographs.

Serials Division purchases non-governmental periodicals which are published regularly and more frequently than annually (e.g. weekly, monthly, quarterly, etc.) including series which are published irregularly but are numbered as journals such as the B. C. Historical Quarterly. It also purchases series which are irregular but frequent and catalogued as series rather than as monographs.

Acquisitions Division purchases non-governmental monographs, including those of universities and colleges, sets in progress, annuals, proceedings of scientific expeditions, series which are catalogued as monographs and a few series which are both irregular and very infrequent (we saw one this year with volume 5 published in 1905 and volume 6 in 1966!).



ORDERING FOR WOODWARD

Woodward Library has organized its own order department, staffed by a full time clerk, Suzanne Fazekas and two librarians, Carol Freeman and Bill Parker part time. We now type and mail our own orders for books and continuations, rather than working through the main Acquisitions Division. We follow the same routines as the main library Acquisitions with a view to converting to an automated order file in the future. The main Acquisitions Department still handles payment of invoices. The main Serials Division still handles the serials orders for Woodward. The Abel approval plan for Woodward books is still in operation, but other blanket orders have been temporarily discontinued. Books arrive directly at Woodward, are processed by Suzanne and sent to the Cataloguing Division.

Renovations were made on the main floor to accommodate expansion of the serials section and the new order department. Part of the public area was appropriated to allow more space for serials; and the Xerox Room was divided to create an office for the order department.

The Woodward Order Department was organized mainly for two reasons. First, it is an experiment to see whether partially decentralized processing would be feasible for new branch libraries on campus. Second, it is an attempt to improve our reference service by improving our records for books in process and by making these books more accessible to the public before they are catalogued

* * * * *

Dr. Sam Rothstein is renowned for placing large orders for the library school in every conceivable form - from proof sheets to checked lists and yellow order cards to his own code of scribbles and hieroglyphics. Rather sensitive to any remarks pertaining to either the quantity or manner of placement of his orders, he left upon one of Mr. Hamilton's notes which accidentally got into his last batch of fulfilled orders and appeared to say: "Pretty Damm Acquisitive!". Most hurt, he rushed down to lambast the culprit only to find it really read "Penny Damm - Acquisitions!" ?

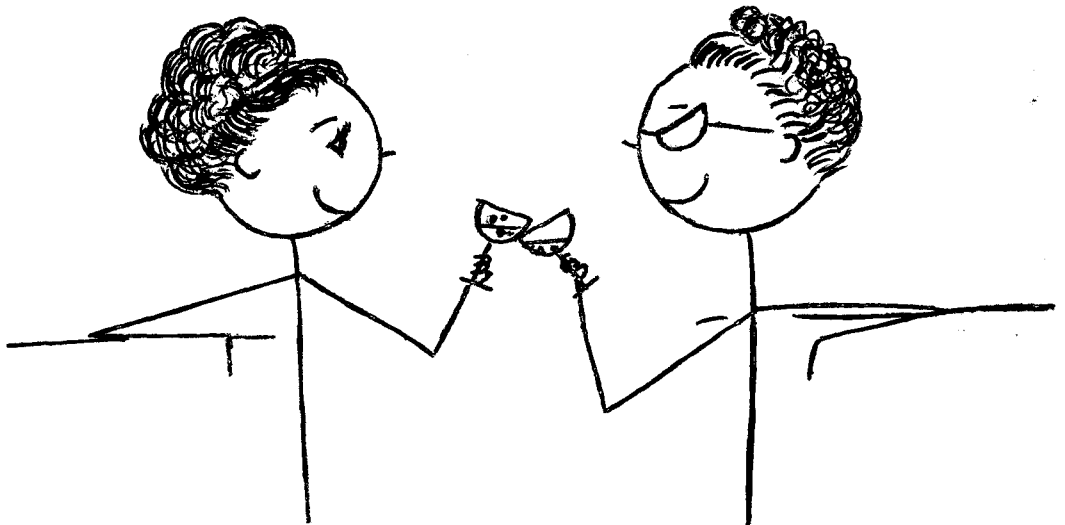
RESULTS OF THE POETRY CONTEST

Shevchenko hangs in sombre gloom
 And looks in sorrow on the room
 So few the kindred spirits there
 So few that seem to give a care
 Just ten in all that took the time
 To caste a vote to choose a rhyme
 So to that ten and poets seven
 May all your dreams be made in heaven
 And though the vote was not the strongest
 Here are the winners of the contest,

Pat Lavac

- No. 7 "Here we go round the Serials File" - Elizabeth Jupp - 3 votes
 No. 8 " Books " - Pat LaVac - 2 votes
 No. 10 "The Fountain" - Diana Cooper - 2 votes

A congratulation will be sent to Elizabeth at Harvard where we are sure her poetic leanings will be appreciated. As for Diana and Pat, they have decided to toast each other at a future date and time - not to be announced!



NEW EDITOR IN OUR MIDST

Rita Butterfield has been appointed editor of the forthcoming Canadian Books-In-Print. Our heartiest congrats! - anyone else for two full-time jobs?

THE 1966 PNLA CONFERENCE

"... On the whole, it was very successful."

This is what Miss Dwyer, Head of our Fine Arts Division has to say about the Pacific Northwest Library Association Annual Conference held this year in Portland, Oregon, between August 24th and 26th.

The main items on the agenda were:

1. To present to the meeting the amendments to the constitution. They were unanimously passed; and consequently an Executive Secretary will soon be hired.
2. To consider measures to restore more rigid control over the Pacific Northwest Bibliographic Center which has been growing increasingly independent of the mother organization. This also induced little opposition.
3. To examine general problems shared by most libraries. It was generally agreed by the speakers that the answer to the problems would be the mechanization of processing and information retrieval. Our delegate finds the discussion most interesting and enlightening since most of the problems under examination are by no means foreign to us.

STUDENTS ARE BACK!

In the first three days of term, the U. B. C. Library lent some 8,000 books. If this was party week for frosh and upperclassmen, what will it be like when they start working?

ALCUIN SOCIETY

In the nether regions of 323 Cambie Street, on a particularly foul day of February, 1965, the idea of forming a Limited Editions Society was first conceived. With no money other than the first year's membership fees of a gallant one hundred and twelve (including BSS, Ron Hagler, Eleanor Mercer, Joan Selby, Graham Elliston) the first publication is now completed. A Theatrical Trip for a Wager! is an amusing narrative of travel in the 1890's, with illustrations by Sam Black, Professor of Education and Fine Arts here at U. B. C. Next book on the agenda is Ethel Wilson's first novel, Hetty Dorval.

Who does the research? Alcuinians report that "Basil Stubbs ... has uncomplainingly turned loose his harem of book pixies."

For samples of what Alcuinians can do, see the display case on Floor 5, near the Social Sciences Division.



FROM LAST YEAR'S FILES

This advice from last years files
 We thought we'd pass along.
 So that when our issue's late or light,
 You'll know something's gone wrong.

The Chisholm EffectBasic Laws of Frustration, Mishap and Delay

FIRST LAW: If anything can go wrong, it will.

Corollary I If anything just can't go wrong, it will anyway.

SECOND LAW: When things are going well, something will go wrong.

Corollary I When things just can't get any worse, they will.

Corollary II Anytime things appear to be going better, you have overlooked something.

THIRD LAW: Purposes, as understood by the purposer, will be judged otherwise by others.

Corollary I If you can explain so clearly that nobody can misunderstand, somebody will.

Corollary II If you do something which you are sure will meet with everyone's approval, somebody won't like it.

Corollary III Procedures devised to implement the purpose won't quite work.