University of British Columbia Library Bulletin

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WHO'S WHO:

During the absence of Mr. Stuart-Stubbs, the following persons will assume the mantle of Acting University Librarian:

August 16 - 22	I.F. Bell
August 23 - 29	R.M. Hamilton
August 30 - Sept. 5	R. MacDonald
Sept. 6 - 14	I.F. Bell

HOW BIG?

The establishment of the Library, following the addition of new positions on July 1st, consists of 102½ librarians and 308 supporting staff: a total of 410½. Of the 102½ librarians 60½ are non-administrative, 33 are heads or assistant heads of a division, 3 are specialist staff, and 6 are Library administrators.

A PROBLEM OF SIZE: A WORD FROM THE LIBRARIAN:

In earlier open letters to all staff members, I have mentioned some of the difficulties in communication that plague large organizations, and how misunderstandings arise out of these difficulties. During the recent hot weather, we were provided with another example of how misunderstandings arise.

Any extremes of weather pose problems for the operation of the library. Most of us can recall the confusion of the winter months, when on several occasions heavy snowfall (and a transportation strike) made it hard, and in many cases impossible, for staff members to get to work, even though it had been decided that the University would remain open. Many staff members struggled to work; others couldn't make it; and some, it has to be admitted, thought it was a good opportunity not to make an effort. Inevitably, some hard feelings arose; staff members were annoyed that others seemed to be getting some free time, while they slaved.

Hot weather creates another type of problem. Staff members can get here, but in many locations it becomes less and less pleasant to work as heat builds up. Due to the architecture of the building and the permanent inadequacy of the ventilating system, working conditions in some divisions become almost intolerable.

No one wants staff members to risk life and limb getting to work when snow drifts stand in the way; similarly, no one wants staff members to drown in perspiration. Nevertheless, the Library is open and has to keep functioning. It is hard to know what steps to take when such dilemmas occur. To discharge everyone from their duties is impossible; to reduce the Library to minimum staffing is irresponsible; to excuse some and not others is bound to appear unfair, and in some instances to be genuinely unfair, because it is impossible to approach the problem at the level of the individual staff member, to see whether or not he or she is justified in leaving work early. How is the level of intolerance to be defined and fairly applied? Is there a certain temperature and humidity level which, when achieved, should result in the automatic release of staff?

In an attempt to excuse from work only those people who were genuinely suffering, I sent the following memorandum to all division and branch heads on July 27th.

> "The weather forecast predicts a continuation of the present spell of warm days and clear skies.
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> "Inevitably, working conditions in some parts of the Main Library building, and in some branches, will be affected. However, in most parts of the Main Library, and in most branches, while the temperature may be higher than is customary, the working situation is not intolerable.
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> "We would like to make arrangements, selectively, to release from work at 3 p.m. each day staff members in those Divisions and Branches which are seriously affected by the hot weather.

"In our judgement, the staff members so affected in the Main Library are those working on the sixth and seventh floor levels of the stacks, and who are unable to move their work to a cooler part of the building. However, we are leaving the decision to release staff at the discretion of the Division and Branch Heads, on the understanding that present weather conditions, and the fact that some staff members in some divisions and branches are being released early, will not be used as excuses to release staff members generally.

"As soon as the weather moderates, normal working conditions should prevail."

Unfortunately, in many cases, the division and branch heads did not communicate the essence of this memorandum to staff, and inevitably misunderstandings arose.

I have brought this matter to your attention, so that you will know that we do not expect people to work under impossible climatic conditions, and that we do attempt to make equitable arrangements to alleviate such situations when they arise.

I would also like to express my appreciation of the staff members who brought this matter to my attention. When things are going wrong, or when things seem unfair, or don't make sense, we want to know about it. Remember that complaining to your co-workers may be cathartic, but it doesn't solve the problem. Complain to your superior, see a member of the Ombudsman Committee, write me a letter. Communication is your responsibility too.

WELCOME TO THE FOLLOWING NEWLY APPPOINTED LIBRARIANS:

Mrs. Elizabeth Black, B.A. (History and English), York University, B.L.S., U.B.C., who has been working at the University of Toronto, with a break of a year spent studying at the Goethe-Institut, Munich, replaces Diana Fraser in Sedgewick.

Mrs. Connie Fitzpatrick, B.A. (Music and History) and B.L.S., U.B.C., comes to us from the University of Manitoba to replace Carol Brégaint in Government Publications.

Mrs. Lillian McIntyre, B.A. (Psychology, Anthropology and Sociology) and B.L.S., U.B.C., previously with the Vancouver Public Library and with the University of Toronto, takes over Wendy Chambers' position in Social Sciences.

Mrs. Donna Packer, B.A. (Greek and English) and B.L.S., U.B.C. (Ruth Cameron medalist for 1965), after working at Harvard and at the University of Washington, takes the place of Jennifer Gallup, who is on a year's leave of absence in Germany.

NEW SHELVING POLICY IN HUMANITIES AND SOCIAL SCIENCES DIVISIONS:

In order to bring all material on a subject together, subject bibliographies are being inter-shelved with the subject classifications in the Ridington Room collection. Thus, subject classifications preceded by a "Z" will be shelved immediately after the books having the same subject classification without the "Z". For example, bibliographies on the social sciences which are classified under ZH 62 will now file after H 62, which represents general material on the social sciences.

SHAKESPEARE AT U.B.C.:

The World Shakespeare Congress is being held at UBC and SFU from August 20-28th. There are 500 delegates from all over the world billeted at Totem Park. They have a very busy schedule, with lectures, films, plays and concerts (all but lectures are open to the public at $1 for students and $2 for non-students - information available from Freddie Wood and SFU Theatre box offices). If any delegates manage to get to the Library, and are interested in seeing our Shakespeare Folios, we would be most happy to show them to any who will come to Special Collections Division (those manning the Information Desk please note).