

## Contributors

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**Rachel Applegate** teaches evaluation and academic library management at the Indianapolis campus of the Indiana University School of Library and Information Science. She was an academic librarian and library director for eighteen years before becoming an LIS professor. She is involved in accreditation with the American Library Association and the Higher Learning Commission, focusing on institutional evaluation and student learning outcomes assessment. She is the director of the Shaping Outcomes project, an online tutorial in outcomes-based planning and evaluation. Applegate also works closely with the ALA-APA Library Support Staff Certification Project.

**Jennifer Arnold** is director of library services at Central Piedmont Community College in Charlotte, North Carolina. Her awards include the 2005 ALCTS Wiley First Step Award and the 2006 NASIG Horizon Award. She has appeared in *New Library World*, *Serials Review*, *Charleston Advisor*, and *Community and Junior College Libraries*, on topics ranging from leadership, blogs, serials, to community college librarianship. Her career includes two successful LSTA grants, participation in ACRL's 2005 Immersion program, and graduating from the North Carolina Community College Leadership program. She received her MLIS from the University of South Florida.

**Deborah Barreau** is an associate professor in the School of Information and Library Science at the University of North Carolina at Chapel Hill where she teaches courses in human information interaction and organizational behavior. Her primary area of research focuses on information needs and uses in the workplace and the effects of technology on how people work, with particular emphasis on personal information management behaviors and the implications of those behaviors for organizational knowledge management. She is co-investigator on the Workforce Issues in Library and Information Science (WILIS) project, funded by the Institute of Museum and Library Services (IMLS). She held positions as a systems analyst and a systems librarian before obtaining her PhD in Information Studies from the University of Maryland in 1997. Barreau also holds a master's degree in Library Science and BA and MAT degrees in Sociology.

**Karmen Bisher** is a program specialist at IMLS where she works with the Laura Bush 21st Century Librarian Program. She earned her master's degree in history/museum studies from the University of North Carolina at Greensboro and bachelor's degree in anthropology at East Carolina University.

**Linda Bryan** is the associate director for Organizational Development at Cornell University Library. Her professional background includes twenty years of teaching, career counseling, training, and managerial experience in nonprofit and academic settings. She holds a Master's of Professional Studies degree from the Cornell University School of Industrial and Labor Relations. Bryan is a certified facilitator of two innovative, nationally recognized interpersonal skills development programs: Crucial Conversations: Tools for Talking When the Stakes Are High and William Bridges Managing Organizational Transition. Bryan is also a qualified administrator and interpreter of the Myers-Briggs Type Indicator.

**Mary Carroll** is a teacher at the Library and Cultural Studies Unit of Victoria University and a lecturer at the School of Business IT and Logistics at Royal Melbourne Institute of Technology in Melbourne, Australia. In 2008, she completed a PhD at

Charles Sturt University in the comparative education of library technicians and librarians in Australia. This research investigated the forces that have shaped education for the library and information industry in Australia.

**Jeanne Cross** is the collection development librarian for the social sciences at Southern Illinois University at Carbondale. She was a member of the Diversity Committee at the University of Nebraska Lincoln as digital learning librarian. Her research interests focus on the career development of librarians, and the use and selection of digital materials.

**Denise M. Davis** has served as deputy director of Sacramento Public Library (SPL) since October 2010. Prior to joining SPL, Davis directed the ALA Office for Research and Statistics, leading many research activities for ALA to expand the knowledge base of the field, to understand association membership trends, and to collect useful statistics about all types of libraries. Most notably among the various ALA research initiatives were Diversity Counts, a longitudinal study of library staff; LNCC, a three-year research study of library networks, cooperatives, and consortia and the development of a searchable database of the study findings; an ongoing study of Public Library Funding and Technology Access; and a study of public library support of non-English speakers. Davis also supported the National Center for Education Statistics with its biennial survey of academic libraries. Davis has worked in a variety of capacities in academic and state library agencies and public libraries, and with the National Commission on Libraries and Information Science, whose operations were absorbed in 2008 by IMLS.

**Kathleen De Long** is an associate university librarian at the University of Alberta Libraries. She is also a PhD candidate at Simmons College. De Long has served as a member of the 8Rs Research Team since 2002.

**Wyatt E. Ditzler** is an information policy & ethics doctoral student in the School of Information Studies at the University of Wisconsin-Milwaukee. Ditzler holds a BS in Business from Eastern Illinois University, an MS MIS from the University of Illinois at Springfield, and a MLIS from the University of Oklahoma. Now in his third year, Ditzler's research agenda focuses on how information policy influences information access and the potential burdens that information policy may impose on information users and organizations. As the target of his dissertation, Ditzler is investigating how § 512 of the U.S. copyright law affects institutions of higher education, as well as students, faculty, and staff.

**Maria E. Gonzalez** is assistant professor at the School of Library and Information Science at Wayne State University, where she teaches Introduction to the LIS Profession, Public Libraries, and the Urban Libraries Seminar. Prior to joining the SLIS faculty, Gonzalez enjoyed a twenty-year career in construction management. During those years, she participated in various organizations including the Planning Commission of the City of Seattle, AIDS Housing of Washington, and the Seattle Chapter of the American Institute of Architects. As a member of the Downtown Seattle Neighborhood Planning Group, she led many public discussions related to the location, design, and construction of the Seattle Central Public Library. During that time, she met library leaders Liz Stroup, Nancy Pearl, and Deborah Jacobs, who inspired her to learn about the role public libraries play in the development of communities. Gonzalez received her MLIS and PhD from the University of Texas at Austin.

**Gillian Hallam** is an adjunct professor with Queensland University of Technology (QUT). Hallam provides consultation services to the library and information services sector, building on her research experience in the areas of workforce planning and evidence based practice. She serves on the Australian Library and Information Association (ALIA) Board of Directors and is chair of ALIA's Education and Professional Development Standing Committee. Hallam is also an executive member of

the Education and Training Standing Committee and the eLearning Special Interest Group within IFLA. She is a fellow of ALIA.

**Cheryl Hamill** manages the Library and Web Services for Fremantle Hospital and Health Service and for other parts of the South Metropolitan Area Health Service in Western Australia. She is 2010 Secretary of the Health Libraries Australia executive and the Western Australian hospitals representative on the Chief Health Librarians Group (national). Hamill's interests rest in electronic resources management and delivery, and in health workforce issues.

**Paul T. Jaeger** is assistant professor, director of Center for Information Policy and Electronic Government, and associate director of the Center for Library & Information Innovation in the College of Information Studies at the University of Maryland. He is the associate editor of *Library Quarterly*. Jaeger's research focuses on the ways in which law and policy shape information behavior. He has written more than eighty journal articles and book chapters, and has authored six books. His most recent books are *Information Worlds: Social Context, Technology, & Information Behavior in the Age of the Internet* with Gary Burnett and *Public Libraries and the Internet: Roles, Perspectives, and Implications* with John Carlo Bertot and Charles R. McClure. His research has been funded by IMLS, the National Science Foundation, the American Library Association, and the Bill & Melinda Gates Foundation.

**Stephanie A. Jones** is an assistant professor at the Instructional Technology program of Georgia Southern University in Statesboro, Georgia. She teaches future school librarians. Jones began her professional library career in Georgia as a youth librarian in a public library then worked as an elementary school librarian for fourteen years. Her current research interests include the career development, recruitment and retention of school librarians, the twenty-first century school library profession, and storytelling pedagogy.

**Melanie Kammermann** holds a Master's of Business (Information Management) degree and worked in a number of health libraries between 1991 and 2004, most notably as chief librarian at Royal North Shore Hospital in Sydney. Now residing in Hong Kong, Kammermann remains an active member of the ALIA Health Libraries Australia (HLA) group both as a member of the HLA Executive Committee and editor of the group's quarterly publication, *HLA News* (<http://www.alia.org.au/groups/healthnat/hla/>).

**Joyce M. Latham** is an assistant professor in the School of Information Studies, and an associate professor at the Center for Information Policy Research, University of Wisconsin, Milwaukee. She earned her PhD from the University of Illinois Graduate School of Library and Information Science. Her previous career engaged her in over twenty years of public library service and administration, ending as a library director in upstate New York. Her dissertation addressed the ideological roots of the American public library as influenced by the post-Depression union movement. Her current research focuses on the political position of the public library in the United States.

**Julie Lee** has worked as a research assistant at Queensland University of Technology.

**Suzanne Lewis** is acting manager, Central Coast Sector Libraries, at Northern Sydney Central Coast Health, New South Wales. Her professional interests are information literacy skills training, competency based professional development for specialist health librarians, and evidence based library and information practice. Lewis is an editorial advisor for *Evidence Based Library and Information Practice*, co-developer of the Libraries Using Evidence website ([www.eblip.net.au](http://www.eblip.net.au)), and a member of the Health Libraries Australia Executive for 2010.

**Xin Li** is the assistant university librarian for strategic initiatives at Cornell University Library. She has seventeen years of experience working in large research libraries, first at Yale University, then at Cornell. Her experience covers a broad range of library operations, such as circulation, acquisition, cataloging, high-density library storage operations, financial management, research and assessment, and marketing and communication. Most recently, she has worked with Cornell Library's domestic and international partnerships. She holds an MLS from Southern Connecticut State University and an MBA from Cornell University.

**Sandra Littletree** is the Knowledge River program manager at the University of Arizona School of Information Resources and Library Science. Before coming to Knowledge River, she was a librarian at NCSU libraries. She is an active member of the American Indian Library Association and ALA's Committee on Rural, Native, and Tribal Libraries of All Kinds. She earned an MSIS from the University of Texas at Austin and an MA in Curriculum and Instruction from New Mexico State University.

**Carlos A. Manjarrez** is the associate deputy director for research and statistics at IMLS, where he manages a variety of national data collection efforts to monitor trends in museum and library services and oversees the agency's program evaluation efforts. He has over 15 years of experience in social policy research. A primary focus of Manjarrez's work is identifying ways in which library and museum services articulate with community needs at the local level and policy priorities for education, human services, public health, and economic development at the national level. Prior to joining IMLS in 2008, he held research positions at the Urban Institute, the American Bar Foundation and the Institute for Policy Research. He has also held program staff positions at the John D. and Catherine T. MacArthur Foundation. His research has been funded by a variety of foundations and public agencies including the National Science Foundation, the Lila Wallace Readers Digest Fund, the World Bank Group, the United States Agency for International Development, the Bill and Melinda Gates Foundation, the Annie E. Casey Foundation, and the Department of Housing and Urban Development.

**Joanne Gard Marshall** is an alumni distinguished professor at the School of Information & Library Science at the University of North Carolina at Chapel Hill where she served as dean from 1999 to 2004. At UNC Joanne teaches courses in health information, evidence-based information practice, library effectiveness, cultural institutions, and research methods. Joanne also has an appointment as a senior research scientist at the UNC Institute on Aging. Prior to 1999, she was a faculty member at the University of Toronto. In addition to her PhD in public health, Joanne holds a master of health science degree from McMaster University and a master of library science degree from McGill University. In 2005 she received a DLitt from McGill University in recognition of her contribution to improving research and practice in library and information services. Before assuming her faculty appointment at the University of Toronto, Joanne worked for fifteen years as a librarian in various academic and health sciences libraries. During 2004–5 she served as president of the Medical Library Association (MLA). Joanne has received a number of awards from MLA, the Canadian Health Libraries Association, and the Special Libraries Association. In her spare time, Joanne teaches yoga, gardens, and enjoys time with her family.

**Victor W. Marshall** is professor of sociology at the University of North Carolina at Chapel Hill, where he directed the UNC Institute on Aging from 1999–2009. Prior to that, he was director of the Institute for Human Development, Life Course and Aging at the University of Toronto and of the Canadian Aging Research Network, a federally-funded nationwide Network of Centers of Excellence. Professor Marshall is a fellow of the Gerontological Society of America and a former vice president of the Canadian Association on Gerontology. He was editor-in-chief of the *Canadian Journal on Aging*, and currently serves on the editorial boards of *Ageing and Society*,

*Social Forces*, and the *Encyclopedia of Gerontology*. Marshall's research focuses on the aging workforce, the changing retirement transition, public policy, and social theory in aging and the life course. He led the U.S. research team for the WANE project (Workforce Aging in the New Economy), which conducted over forty case studies in the United States, Canada, Australia, and the European Union. He is co-principal investigator for WILIS1, and an investigator on WILIS 2. Marshall has been joyfully married to Joanne Gard Marshall for thirty-nine years, and they have one daughter, Emily, an assistant professor in family medicine at Dalhousie University.

**Charlene Maxey-Harris** is the diversity librarian and assistant professor at the University of Nebraska-Lincoln Libraries. As diversity librarian she is responsible for working with faculty and staff to plan and implement the library's diversity initiatives. Maxey-Harris is also chair of the UNL Diversity Committee and past chair of the Nebraska Library Association Diversity Committee. Her research focuses on diversity and multicultural issues in academic libraries and library instruction for first generation college students.

**Thomas McFarland** is the staff development program officer at the University of Nebraska-Lincoln Libraries. He has written on microforms collections and British Parliamentary Papers. His current research interests are in staff and faculty career building and using Internet sources for disseminating digital copies of original documents. He earned a master's degree in Library Science from Emporia State University.

**Patricia Montiel-Overall** is an associate professor in the School of Information Resources and Library Science (SIRLS) at the University of Arizona in Tucson, Arizona. She teaches diversity courses related to children and young adult services. She received her PhD from Stanford University and a post-doctorate degree in Library and Information Science from SIRLS in 2004. She was a member of the first Knowledge River cohort and teaches a required course for KR students. Montiel-Overall recently received an IMLS grant to research the effect of teacher and librarian collaboration on science information literacy of Latino students. Other areas of interest are multicultural literature and literacy for children and young adults. She is a lifetime member of REFORMA and has served on the Pura Belpré Award committee.

**Barbara B. Moran** is Louis Round Wilson Distinguished Professor at the School of Information and Library Science at the UNC Chapel Hill. She teaches primarily in the areas of management and academic librarianship but has other interests including library leadership, genre fiction, readers' advisory services, and international librarianship. Her research has been focused on various aspects of management including leadership, organizational structures, and career progression patterns. Moran is co-author of the widely used textbook, *Management of Libraries and Information Agencies*, and is also the author of numerous articles, book chapters, and three other books on various aspects of management and leadership.

**Jennifer Craft Morgan** is a research scientist and associate director for research at the University of North Carolina Institute on Aging. She is co-principal investigator of the WILIS projects housed at the Institute on Aging and implemented in partnership with the School of Information and Library Science at the University of North Carolina at Chapel Hill. Morgan's work has focused on issues of workforce aging and development, particularly on issues of job quality, careers, and retention with a focus on workers in the health care, library and information science, and information technology sectors. The majority of her work ties research, education, and service together by focusing on the translation of lessons learned. This translation of research into lessons and tools serves to help practitioners (e.g., employers, educational planners, program implementers, workers) to build reasoned solutions to pressing problems. Morgan received her MA and PhD (2005) from the Department of Sociology at the University of North Carolina at Chapel Hill.

**Gail Munde** is an assistant professor of library science at East Carolina University in Greenville, North Carolina. Prior to teaching, she worked in academic libraries for twenty-five years as department chair and associate director/dean, holding positions at the University of Kansas, East Carolina University, and the University of Nevada, Las Vegas. Her research interests are in library human resources management, professional development, and library finance. She was a partner to two successful IMLS Laura Bush 21st Century Librarian Program grants to recruit and train diverse librarians to serve the western United States. She is a certified Professional in Human Resources and received a MEd from the University of Oklahoma, an MLS from Emporia State University, and a PhD in Library Science from the University of North Texas. She has co-authored two books and has written numerous journal articles, book chapters, and film and book reviews.

**Carrie Munro** is a graduate from the Master of Information Management program at Queensland University of Technology. Munro has worked as a research assistant within the university's Faculty of Science and Technology.

**Janet Murray** is director of Murray Consulting & Training Pty. Ltd. (MCT). She has extensive management experience in local government, state government, and universities in both Australia and the United Kingdom. She has been a lecturer in management, information management, and librarianship at the University of Melbourne, RMIT University, and the University of Ballarat. Her doctoral research examined the provision of services to school students with special needs. Murray now works as a trainer and management consultant in the education, library, and disability sectors. The clients of Murray Consulting & Training Pty. Ltd. include the National Library of Australia, the Ministry of Education, Sports & Culture—Samoa, RMIT Vietnam, the State Library of Victoria, as well as several public libraries in Victoria. Murray also continues to contribute to academic programs at both RMIT University and Victoria University, in Melbourne.

**Carol Newton-Smith** retired recently as the manager of the University of Western Australia Medical and Dental Library. She now has the role of ALIA local liaison officer for Western Australia. Her professional interests include evidence based practice and information literacy. Newton-Smith has recently combined these interests by collaborating with clinical academics to produce an online learning resource designed to enhance clinical students' skills in answering clinical questions (<http://www.meddent.uwa.edu.au/teaching/acq>).

**Patrick O'Connor** is a librarian in the Toowoomba Clinical Library Service, supporting clinicians in a large regional referral hospital in Queensland. Previously, he has provided clinical library services in cardiac and pediatric units. O'Connor's professional interests and research are centered on outcomes assessment for hospital libraries, improving literature searching skills and technologies, and competency based practice. He is a past secretary and member of the Health Libraries Australia executive.

**Helen Partridge** is a professor in the Faculty of Science and Technology at Queensland University of Technology, Australia. She is the coordinator for the Faculty's Library and Information Science (LIS) education program. Dr. Partridge has published widely in the area of teaching and learning and was twice elected to the board of directors of the Australian Library and Information Association. In 2008, she received one of eight teaching fellowships from the Australian Learning and Teaching Council (ALTC). Her fellowship established guiding principles for LIS education 2.0. Dr. Partridge received \$219,000 from the ALTC for a research project that will reconceptualize Australian LIS education for the twenty-first century. The project involved all Australian universities offering ALIA recognized LIS programs. Dr. Partridge's work in LIS education has recently been recognized through the receipt of an European Commission's Erasmus Mundus Scholarship.

**Susan Rathbun-Grubb** is an assistant professor at the University of South Carolina School of Library & Information Science. Rathbun-Grubb received her PhD from the University of North Carolina School of Information and Library Science (UNC SILS) where she also taught organization of information, organization of materials, and indexing and abstracting. She received the 2010 UNC SILS adjunct faculty Award for Teaching Excellence. Her research focuses on career satisfaction, turnover, retention, and workforce aging in the library and information science field. A Beta Phi Mu member, she has worked in academic, public, and school libraries, as well as the health information technology industry. She earned her MSLS from the UNC School of Information and Library Science and a MAT and AB from Duke University.

**Joyce Ray**, associate deputy director for library services at IMLS, directs the agency's discretionary library programs, which award approximately \$40 million annually through national leadership grants, Laura Bush 21st Century Librarian grants, Native American/Native Hawaiian Library Services, and special grant programs. An archivist by training, she also has responsibility for agency-wide digital initiatives. Prior to joining IMLS in 1997, she was the assistant program director for Technological Evaluation and acting program director at the National Historical Publications and Records Commission; special assistant to the archivist at the National Archives and Records Administration, and head of special collections at the University of Texas Health Science Center at San Antonio. She holds a master's degree in library science and a PhD in American history, both from the University of Texas at Austin.

**Ann Ritchie** has been involved in health librarianship for the past twenty years, working in hospital libraries, and related health education, medical education, and research fields. She has researched, published, and presented on a range of topics, including marketing, mentoring, and collection development, and most recently has focused on the areas of continuing professional development, special librarianship, and eLearning. She was a director of the Australian Library and Information Association for four years and inaugural chair of the CPDWL section of IFLA. Ritchie's current positions include: member of the executive of Health Libraries Australia, board member of Libraries Australia, editor of the *Australian Library Journal*, and editorial board member of the *Health Information and Libraries Journal*.

**Allison Sivak** is the assessment librarian at the University of Alberta Libraries. Since 2002, she has served as a research associate with the 8Rs Research Team.

**Paul Solomon** is a faculty member in the School of Library and Information Science at the University of South Carolina, where he teaches management, information ethics and policy, knowledge representation and information retrieval, and information services. Previously Solomon was a faculty member at the University of North Carolina at Chapel Hill. He also was a Fulbright Professor at the University of Tampere in Finland. Solomon's research focuses on understanding what information is to people as they engage in life and work tasks, in such contexts as schools, government agencies, and universities, and with such populations as children, managers, academic chemists/chemical engineers, and the elderly. Other recent research has been directed at understanding career progression among academic and school librarians. Solomon's series of articles, "Discovering Information in Context," has been recognized with a "best papers" award by the American Society for Information Science and Technology.

**Mega M. Subramaniam** is an assistant professor in the College of Information Studies at the University of Maryland, where she teaches courses in the school library media specialization. Her research interests focus on diversity, emphasizing gender and ethnicity issues in the information and computing (IT) workforce. She has conducted and published key studies examining the underrepresentation of Latinas in

the information and computing workforce, and is currently conducting research into interventions and approaches in K-12 to higher education that could be used to attract more Latinas into the IT workforce.

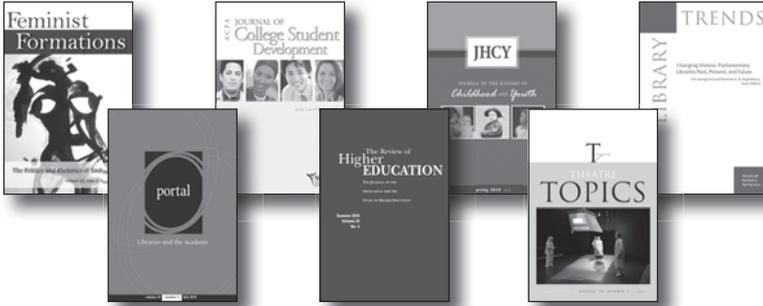
**Cheryl A. Thompson** is a project manager at the University of North Carolina Institute on Aging where she works on the WILIS studies and other LIS research projects. She has served as a data manager and project manager on several research studies on workforce issues and program evaluation. She is a master's student in the UNC School of Information and Library Science and is interested in data curation, usability, and survey methodology.

**Mary M. Wagner** is a professor in the Master of Library and Information Science program at St. Catherine University. As a member of the Urban Library Program administrative team she had primary responsibility for curriculum development and taught both the introductory and final courses in the ULP program. Interested in support staff education, Wagner is a member of the oversight committee for the Minnesota Certification Program.

**Debbie Willms** is deputy director of the Saint Paul Public Library. Her role as a member of the Urban Library Program Administrative team focuses on the structural change of hiring policies, practices in the library, the re-design of the performance management system, and oversight of the praxis. Willms taught in the program and supervised the ULP coordinator for four of the six years in the program.



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