

This latter problem is not overstressed, just brought to the forefront so that all may be aware of it.

Confronting current issues may be difficult, yet thought provoking. That librarians have not hesitated to tangle with them is clear in Part Three. To permit the new learners of whatever backgrounds to surface from their immersion in the college's media and technology demands a creative library service. The human touch is important in teaching the use of the library, at the reference interview, in the creative functionality of academic library facilities, in the awareness of the diverse needs and interests that the kaleidoscopic students have for multimedia systems. Management planning must be directed toward the purpose or the goals of the library and the institution, namely, the education of the student; then other problems may solve themselves.

The patterns in Part Four weave systems, networks, and consortia together as basic components for cooperative endeavors so necessary in academic librarianship today. Networks or systems must be constantly changing and developing so that they are directed to the user. Whether it is the 3Rs, Reference and Research Library Resources for reference or the use of OCLC for on-line shared cataloging, the approach is user-oriented. Even public or special libraries add a significant service to higher education, especially of the independent study variety. The final essay challenges librarians to even greater positive action, moving away from traditional services to resurrect not only as the campus information center, but as a *community* center.

The epilog is the editor's essay to prognosticate what the academic library will be like in the year 2000. His prediction is safeguarded by the indications of current trends. It is discouraging to note that librarians impartial to change could live in this environment even though the majority of others would be striving to achieve the necessary advances brought about by the expressed needs of our users.

Using the Contents and fine Index will enable one to locate articles and ideas with ease. Since it is difficult to fault this collection of essays because certain issues, problems, or aspects of academic librarianship were not discussed, hopefully all aca-

demical librarians (and library science teachers) will pursue this volume *in toto*. Only then will the ultimate purpose of this book be achieved, when librarians, aware of the changes and convinced of the value of the newer dimensions, will endeavor to achieve the goals of higher education by the year 2000.—*The Reverend Jovian Lang, Dept. of Library and Information Science, St. John's University, Jamaica, N.Y.*

Library Manpower: A Study of Demand and Supply. Bulletin 1852. U.S. Department of Labor, Bureau of Labor Statistics. Washington: Government Printing Office, 1975. 94p. \$1.75. (LC 74-28192) (Stock No. 029-001-01367) (Cat. No. 12.3:1852)

This work represents the most comprehensive study to date of library personnel supply and demand for the period 1960-1985. In addition, the study identifies factors that influence library personnel needs. Using data from the U.S. Office of Education, the U.S. Bureau of the Census, and information gathered from questionnaires and personal interviews, the Bureau of Labor Statistics report goes farther than any previous study to provide important statistical information on librarians and library support staff for school, academic, public, and special libraries.

The material is organized under the following topics: current manpower situations (the most complete and statistically reliable section); projections of manpower demand; projections of manpower supply; and outlook and implications.

Some of the significant conclusions reached by this study are that between 1970 and 1985, total librarian employment is projected to rise 41 percent; during 1970 to 1985 replacement needs, as opposed to growth needs, will probably account for three-fourths of the librarian job openings; educational requirements for librarians are being upgraded significantly; and demand will remain strong for minority librarians, community outreach librarians, audiovisual specialists, automation specialists, and administrators.

In light of demographic and fiscal trends since 1970 (a lower birth rate and less federal funding), the projected 41 percent rise in librarian employment seems overly opti-

mistic. The Bureau of Labor Statistics did try to cover itself by adding a caveat at the end of the *Bulletin* stating: "If, as seems increasingly likely, 1985 population and enrollment levels are lower than those assumed at the time this analysis was carried out, fewer librarians may be required."

The organization of the material is excellent, and the prose is clear, making a wealth of data intelligible and interesting for the layman. This work is well documented and is augmented by numerous tables and readable charts.

Even if the projections for employment are too high, this book should still be on every librarian's, student's, and library educator's priority reading list. Many false assumptions are dispelled, and many suspicions are confirmed by reading this document. There are serious implications for all of us based on their findings which document current trends in librarianship. A few random quotations may serve as examples of the above:

Nearly half of all librarians in the United States were employed in school libraries in 1970. Probably no more than 40-50 percent of all librarians employed in the United States have a master's degree in librarianship. Employment of library attendants and assistants is expected to grow much more rapidly, through 1985, than employment of professional librarians.

—Janice J. Powell, Assistant to the University Librarian, University of California, Berkeley.

Guyton, Theodore Lewis. *Unionization: The Viewpoint of Librarians*. Chicago: American Library Assn., 1975. 204p. \$10.00. (LC 74-19164) (ISBN 0-8389-0187-5)

Treating southern California as a microcosm of the United States, Mr. Guyton has gathered and analyzed the views of 460 local public librarians toward collective bargaining for their profession. The statistical method employed can occasionally lend oracular solemnity to the obvious. Thus a UCLA computer reveals to us that librarians who are generally against unionism are unlikely to join a library union; and that there is a high positive relationship be-

tween the formation of public librarians' unions and the presence of legislation permitting public employees to bargain collectively. These exuberances of computational power do not, after all, interfere much with the author's other points.

His main point is, of course, what makes these people join or reject unions. Merely economic motives are overshadowed by a complex of interrelated events: The growth of a library turns it into a bureaucracy, in which communications between librarians and administrators are reduced, and a gap grows between their respective roles. Because the librarians perceive their profession to have fitted them to perform at all levels of the bureaucracy, this gap also represents a discrepancy between their desired professional status and what it actually is. Thwarted as individuals, they turn to collective effort, a union.

The author suggests that librarians consider themselves holding a "status ideology," whereby workers seek to share administrative authority without destroying it (as opposed to a "class ideology" of conflict with authority). The questionnaire did not get at this point. Shared authority is such a pawn of rhetoric, like social justice or law and order, that it may not matter.

The author found that employment security had not been important in fostering library unionism. It seems likely that events since 1971-72, when the manuscript appears to have been submitted for publication, have given employment security a greater importance; but that is merely a new chapter in history. Probably nobody is more frustrated than the author by the slow pace of the publisher, for in collective bargaining a delay of three years in publication is serious.

Not every useful point can be cited here, but the study shows that the slowness of public librarians to unionize is not attributable to shyness or any such personality traits with which folklore has vested them.

Mr. Guyton's statistical analyses do tell us important things, but he is at his best when he walks without the aid of the UCLA computer. The book includes a short history of public library unionism in the United States since its beginning in 1917. Inseparable from this history are the roles of ALA and other professional associations,