Union catalogs and union lists have no­
table traditions in library services, but as the
introduction to one of these volumes states, they are no longer a simple merger
of card catalog-oriented records. Both
have been transformed by technology, by
changes in cataloging practices, and by
the sheer volume of data that needs to be
included.

Of these two volumes, *The Future of Un­
ion Catalogs* is the more interesting and
more timely. The participants in the Inter­
national Symposium on the Future of the
Union Catalogue, University of Toronto,
May 21-22, 1981, were able to look at the
past and present of union catalogs, assess
the problems imposed by advancing tech­
nology and conflicting standards, and
present some interesting directions, in
some cases, alternatives, for union catalog
development.

James F. Govan stresses the difference
between a union database and a union cat­
alog as he examines objectives and eco­
nomics; Stephen Salmon and Margaret
Beckman focus on the use and users of on­
line catalogs; Joseph Howard and Jean
Plaister describe experiences in the United
States and in Great Britain to augment in­
toformation already available to United
States and Canadian librarians. Standards
and conformity to standards are impor­
tant issues well addressed by several of
the contributors. Samuel Rothstein de­
scribes himself as the "sceptical outsider"
who began his investigation into union
catalogs "uninformed and uncommitted;
he ended it unimpressed and uncon­
vinced." He goes on to explain why and to
suggest alternatives. Susan K. Martin's
summary refers back to a piece published
in 1940 and succinctly presents what has
changed since then and what has not. As
to the future of automated union catalogs,
she states that "to date we have merged
bibliographic files, not union catalogues."
The volume's contents are diverse, meaty,
well written, and thought-provoking.

*Union Lists: Issues and Answers* contains
the proceedings of a one-day workshop
on union lists of serials held in California
on December 8, 1979. The series editor
states: "This book is intended to assist un-
ion list planners to identify concerns and
problems they will encounter in their
work." What it really does is document
the state of the union list as of 1979, pre-
AACR2 implementation with all the spec­
ters that raised, and as such has limited
value to present-day planning.—Fay
Zipkowitz, Rhode Island Department of State
Library Services.

by Anthony Vaughan. London: Clive
Bingley, 1982. 237p. $19.50. ISBN 0-
85157-322-3.

This is the seventh in a series of publica­
tions that have been issued on a some­
what periodic basis since the early 1970s.
As with previous series parts, the articles
in this volume are a mixed bag. Under the
general theme of "Management,"
Vaughan has brought together eight arti­
cles on themes varying from "Women in
Library Management" to "Obstacles to
the Modernization of a Library System: A
Case Study of France." Although most ar­
chives have a definite British slant, two re­
late to specific aspects of librarianship in
France and Denmark. Articles also run the
gamut from research, "Demonstrating Li­
brary Value: A Report of a Research Inves­
tigation," to the how-we-done-it-good,
"The Incorporation of the British Museum
Library into the British Library."

Because of differing writing styles and
contents, some chapters are more read­
able and useful than others. One very
readable chapter discusses women in li­
brary management, and effectively dem­
onstrates that Britain is behind the United
States in recognizing abilities and talents
and promoting women into positions of
responsibility in libraries. There is also
greater disparity in salaries than on this
side of the Atlantic.

Chapters with a strictly British tone in­
clude the preparation of nonprofessional
staff; a detailed chapter on automated
catalogs—including a listing of coopera­
tives in Britain; and a chapter on the reor­
ganization of the British Library Reference
Division.

More general chapters include one on
work motivation, another on new technol­
y in academic libraries, and a third on a
research investigation into library value.
Each chapter holds interest for a specific audience. Unfortunately they are all lost in a collection of this sort. They would have been better placed as journal articles where their content could have reached the specific audiences for which they were written.

Unless a library has a standing order for the series, this individual volume will add little to its professional collection.—Robert D. Stueart, Simmons College, Boston, Massachusetts.


In using any survey it is important to distinguish between what it is and what it is not. Because of the pressure of economics and the availability of other data, this survey covers only two types of libraries: "public libraries serving populations of at least 25,000 and academic libraries which are not part of the Association of Research Libraries (ARL)." Those who seek salary information on other types of libraries must seek elsewhere, but they can be aided in doing so by a bibliography of salary surveys, which is included in an appendix.

The survey was sent to fourteen hundred randomly selected libraries in January of 1982. Five types of library categories were stratified by four regions in the United States. Response rates by type varied from 54 percent for two-year colleges and universities to 82 percent for large public libraries. Small public libraries had a response rate of 73 percent, and four-year colleges, 57 percent. A copy of the survey instrument and a note on the technical considerations in the sampling are contained in an appendix.

The survey attempted to elicit information about thirteen job titles ranging from director, and associate or assistant director, to coordinator of children's services. Some of the titles were unique to public libraries, but the rest could also exist in academic libraries.

There are obvious difficulties in any survey in communicating with the respondent. The surveyor cannot know and cannot really take into account all of the particulars in every case; summary decisions must be made. In this case decisions were made on issues such as the meaning of "full-time," "professional," job level, position title, and contributed salary. Users of this survey should be careful to read what the compilers say about how these issues were handled. Decisions are reasonable, but individual users may confront a different situation than those summarized by the compilers.

The actual data of the survey are arranged by position, scheduled and actual salaries for each position, the four geographic regions plus an "all" category, and finally, within each cell by low, mean, and high salary together with the number in the cell.

The surveyors present, in supplementary tables, data on beginning professional salaries and on employee benefits—a notoriously difficult type of data to elicit and analyze. There are also useful appen-