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## About the Contributors

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SHARON L. BAKER is now Assistant Professor at the School of Library and Information Science, University of Iowa, Iowa City. Dr. Baker has been an administrator for five years and teaches library administration. She has spoken on the topic of change at the Mid-Atlantic Chapter of the Medical Library Association.

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CHARLES A. BUNGE is currently a professor at the School of Library and Information Studies, University of Wisconsin—Madison. He has served as president of ALISE (1980-81), of the Wisconsin Library Association (1972-73), of ALA/RASD (1987-88), and is a member of ALA/COA. Professor Bunge is author of "Stress on the Job: Reports from Library Staff Members" published in *Library Journal* (vol. 112, Sept. 15, 1987).

LUCY R. COHEN is manager of Personnel and Payroll Services at the University of Michigan Library in Ann Arbor. She is a member of ALA, ACRL, and LAMA. Ms. Cohen is also a continuing education instructor and guest lecturer on performance evaluation, training, recruitment, and other personnel related topics.

FREDERICK DUDA was head librarian at *The New York City Tribune* and has served as a library consultant from 1986 to 1988. He has contributed the "Biography of Warren J. Haas" for the *ALA World Encyclopedia of Library and Information Services* in 1986. Mr. Duda's publishing credits include writing articles for and coediting *Library Personnel Administration* (Neal-Schuman, 1981).

KATHLEEN M. HEIM is Dean and Professor at the School of Library and Information Science, Louisiana State University in Baton Rouge. Dean Heim has chaired the ALA's Office for Personnel Resources Advisory Committee and is co-principal investigator for a 1989 national study titled *Occupational Entry*. She is also editor of the journal *Public Libraries*.

NORMAN HOLMAN is presently Deputy Director of the Cleveland Public Library in Cleveland, Ohio. Mr. Holman has an M.A. in Library Science from the University of Wisconsin. His article, "Forces for Change in the Future of Collective Bargaining in Public Libraries" will be published in the *Journal of Library Administration* (forthcoming).

ANNE GRODZINS LIPOW is currently Director for Library Instructional Services at the University of California, Berkeley. She is a frequent speaker and author of articles on online catalogs, user services, staff development, and organizational change. Articles include "Training for Change: Staff Development in a New Age" to be published in the Fall 1989 issue of the *Journal of Library Administration* and "Impact of Online Systems on Library Staff" in the October 1989 issue of *American Libraries*.

MARTIN L. MAEHR is Professor of Education and Psychology at the University of Michigan in Ann Arbor. Professor Maehr has conducted research on motivation and achievement in the United States and abroad. He has also served as department chair and associate dean. He has numerous book and article credits and is an editor for a research annual *Advances in Motivation and Achievement*. Professor Maehr is also a consultant on motivation and organizational effectiveness.

CHARLES MARTELL is the Dean and University Librarian at California State University in Sacramento. Dean Martell is a member and former chair of the ALA Committee on Research. His many publications include *The Client-Centered Academic Library: An Organizational Model* (Greenwood Press, 1983); "The Nature of Authority and Employee Participation in the Management of Academic Libraries" in *College & Research Libraries* (vol. 48, March 1987); and "QWL Strategies: People are the Castle, People are the Walls, People are the Moat" in *Journal of Academic Librarianship* (vol. 10, no. 6, 1985).

JAMES G. NEAL is presently Assistant Dean and Head of Reference and Instructional Services Division of the Pennsylvania State University Library, University Park, Pennsylvania. His extensive publishing credits include "Evaluating Automated Systems—The User Perspective" in *Automation Projects: The Evaluation Stage* (ALA, 1988); "Changing Personnel Patterns for Library Automation" published in *Advances in Library Automation and Networking* (vol. 3, 1988); as well as numerous other published and forthcoming works on personnel management, public and technical services, and user library support.

**RICHARD RUBIN** is Assistant Professor at the School of Library Science, Kent State University in Kent, Ohio. Mr. Rubin's publications include "Employee Turnover Among Full-Time Public Libraries" in *Library Quarterly* (vol. 59, January 1989, pp. 27-46) and *Human Resources Management in Libraries* (Neal-Schuman, forthcoming). He has published several bibliographies and his professional interests include library use studies, personnel management, and intellectual freedom in libraries. He has also participated in workshops and presented papers on various subjects of library science ranging from administrative matters to patron use and access.

**PEGGY SULLIVAN** is Dean of the College of Professional Studies at Northern Illinois University in DeKalb. Dean Sullivan is a frequent speaker at library conferences and is a contributor to the literature in the areas of children's literature, storytelling, library education, public library administration, school media center administration, etc.

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