



ExLibrisNews

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Our President's Report

This Newsletter report will double as my annual report for the November 6 Annual Meeting. Annual reports from other members of the Executive and chairs of committees appear elsewhere in this Newsletter. This pre-distribution of annual reports is in response to a request at the last annual meeting. It gives members-at-large time to digest Ex Libris activities prior to being asked to approve them!

The major commitment continues to be our Newsletter. Thanks to a fine committee, the Spring 2000 issue ranks as one of the best Ex Libris has produced. We continue to need your input of news and/or articles for inclusion in future issues.

Another substantial commitment is the Personal & Institutional Archives project under the fine leadership of Nancy Williamson. It is the project we undertook following the publication of *The Morton Years*. (Please note that copies of this history of the Canadian Library Association are still available to members for \$5, so, if you don't have a copy, you might consider ordering one - and we'll have a some copies for sale at the annual meeting in November.)

As in previous years, we manned a table at the Ontario Library Association resplendent under our new banner. And we were invited to participate in the OLA session for about-to-retire OLA members. If any members-at-large in other provinces are interested in a similar presence at their provincial library association meeting, we would be pleased to help with negotiations and advice.

Once again, after a slight dip last year, our membership is healthy, and, thanks to a very energetic recruitment committee, we expect it to continue to grow. As an adjunct to recruitment, we

are considering producing a brochure about ourselves.

The new project to establish a national public library award for services to seniors is still alive and well and progressing slowly.

In May, The Board welcomed Marjorie Bender as a new member to fill the vacancy following the resignation of Margaret Perschy.

I have very much enjoyed my year as president. I thank members of the Executive and Board for the great support they have given me. I wish Lynn Matthews an enjoyable and profitable 2001.

Ann Schabas
President, ELA, 2000

ANNUAL GET-TOGETHER

NOVEMBER 6, 2000 - 9:30 AM TO 3:00 PM

KITCHENER PUBLIC LIBRARY

85 Queen Street North, Kitchener
519-743-0271

Registration: \$25 per person

See Registration Form previously mailed to all members.

THE FOCUS:

The Future Role of the National Archives and National Library report written by Professor **JOHN ENGLISH** of the University of Waterloo, a noted historian, biographer, and former MP for Kitchener.

OTHER SPEAKERS:

GWYNETH EVANS, the Director General of National and International Programs for the National Library

MIRIAM McTIERNAN, the Archivist of Ontario.



THE FOLLOWING NOTICE OF MOTION WILL ALSO BE PRESENTED:

Revision of the Constitution for consideration at the Annual Meeting. It is proposed to add two (2) more objectives to the Constitution, as follows:

Objectives 1-4	No change
New Objective 5	To keep members informed on current developments and issues in libraries and librarianship in Canada.
New Objective 6	To serve as a voice for retired librarians on important issues on which they would wish to be heard.
Objectives 7-8	Formerly Objectives 5-6 (no change)

PLEASE NOTE:

- * Please bring this issue of *Ex Libris News* to the meeting for easy reference to the committee reports and background information.
- * If you live in the Greater Toronto Area and need or can offer a ride to Kitchener, please call Ann Schabas, 416-928-3202.
- * Registration forms, maps and parking instructions were distributed to all members separately by mail in early October.

Minutes of the 14th Annual Meeting, November 1, 1999, held at the North York Central Library

Present: 44 members including Board members M. Beckman (President), K. Crouch, N. Hall, C. Israel (Membership Secretary), F. Israel (Treasurer), B. Land (Past President), L. Matthews, A. Schabas (Vice President), J. Weihs (Secretary), and 3 non-members.

1. Adoption of the agenda

(a) Moved by J. Orpwood, seconded by K. Crouch, that the agenda be adopted.
Carried.

2. Minutes of the November 2, 1998, Annual Meeting.

(a) Moved by M. Beckman, seconded by E. Schultz, that the Minutes of the November 2, 1998 meeting be approved.
Carried.

3. President's Report

(a) M. Beckman stated that N. Williamson, who was unable to attend the meeting, is doing an outstanding job on the ELA archives and as chairperson of the Personal and Institutional Archives Committee.

(b) M. Beckman wrote to the Heritage Minister, Sheila Copps, deploring the appointment of Roch Carrier as National Librarian. She has received no response.

(c) Moved by M. Beckman, seconded by H. Campbell, that the President's Report attached to these minutes be accepted.
Carried.

(d) A. Bowron suggested that the Board consider instituting an award for the library that provides the best service to the elderly.

4. Treasurer's Report.

(a) F. Israel presented a financial report for November 1, 1998 to October 31, 1999.

(b) He acknowledged the donations made by members.

(c) Moved by F. Israel, seconded by C. Croke, that this report be adopted.
Carried.

5. Membership Secretary's Report

(a) Moved by C. Israel, seconded by J. Orpwood, that the Membership Secretary's Report attached to these minutes be accepted.
Carried.

6. Newsletter Committee Report

(a) L. Matthews introduced Lori Knowles, the new editor of Ex Libris News.
(b) Moved by L. Matthews, seconded by H. Schulte-Albert, that the Newsletter Committee's Report attached to these minutes be accepted.
Carried.

7. Archivist's Report

(a) Moved by J. Weihs, seconded by H. Campbell, that the Archivist's Report attached to these minutes be accepted.
Carried.

8. Personal and Institutional Archives Committee Report

(a) M. Beckman noted that Stan Beacock's papers had been brought from London and will be integrated into the ELA archives as appropriate.
(b) Moved by J. Weihs, seconded by K. Crouch, that the Personal and Institutional Archives Committee's Report attached to these minutes be accepted.
Carried.

9. OLA Liaison Representative's Report

(a) M. Beckman announced that members can see the ELA banner at the OLA Super conference in February.
(b) Moved by M. Beckman, seconded by J. Munro, that the OLA Liaison Representative's Report attached to these minutes be accepted.
Carried.

10. Nominating Committee Report

(a) B. Land presented the new slate of officers and introduced those who were in attendance.
(b) He thanked the people who had agreed to serve on the Board.
(c) There being no further nominations

from the floor, B. Land moved, seconded by E. Schultz, that the Nominating Committee's Report attached to these minutes be accepted.
Carried.

11. Other business

(a) J. Wilkinson expressed concern about the drop in ELA membership. M. Beckman noted that part of the reason for the drop was a change in policy. This year for the first time, members who have not paid their annual fee were dropped from the membership list. C. Israel added that our members are aging and we are not recruiting new members. She urged the audience to contact her for membership forms and distribute them to prospective members. H. Campbell offered to provide C. Israel with a list of Toronto Public Library staff that retired early due to the amalgamation.

(b) A. Bowron stated that ELA cannot hold members if there is nothing for them and suggested that some of ELA's annual meetings be held outside of Toronto or chapters outside of Toronto be formed. E. Schultz replied that the membership is not strong enough in most areas to support this. M. Beckman stated that the Board would discuss this matter.

(c) A. Bowron said that he would bring old photographs to the next annual meeting and invited others to do the same. These photographs would be put up for people to see them.

(d) Several members stated that November 1 is a bad day for an annual meeting because many people may be out-of-town on Halloween weekend.

(e) J. Munro spoke about Jim Pilton, a long-time ELA member who died recently.

(f) On behalf of the Board and members, B. Land thanked M. Beckman for her work as President during the past year.

12. The meeting was adjourned at 12:05 P.M.

Ex Libris 2000 Committee Reports

Newsletter Committee

This current edition of the newsletter is the fourth whereby we have benefited from the services of our editor Lori Knowles. The committee meets three or four times a year with our editor to discuss content and direction and we actively solicit articles from our members. However, we are constantly in need of copy for the newsletter and urge our members to voluntarily submit articles for publication.

The committee is presently reviewing the long-term future of the newsletter to ensure its continuing relevance and interest to our members from coast to coast. Suggestions about the newsletter are most welcome and should be addressed to our Editor. The Committees' conclusions will be presented to the Ex Libris board in due course.

The Ex Libris Board has approved the printing of additional copies of the newsletter for the promotional activities of the Recruitment Committee and to ensure their availability at library conferences.

Finally, on behalf of all members of Ex Libris, the committee expresses its deep gratitude to OLA., its director Larry Moore, and especially Jeff Gilbert and OLA staff for the layout (in conjunction with our Editor), printing and mailing of our newsletter at a very reasonable cost to us.

Respectfully submitted
L. Matthews (Chair)
N. Hall
M. Bender

Financial Report

November 1, 1999 - August 19, 2000

Revenue
Balance forward \$7,063.17

Membership fees 1,245.00
New Life members 200.00
Donations 541.00
T-shirt sales 335.00
Morton Years 78.02
Subscriptions/
Back Issues 34.00
1999 Get-Together 675.00
Bank Interest 11.04
GIC maturity 4,839.82

Total \$15,422.06

Expenditures

Newsletter 1,352.69
Membership renewal 63.20
Organizational Expenses 303.27
Promotion 374.50
PST (net) 12.96
Bank charges 2.40
1999 Get Together 901.71
GIC purchase 5,800.00

Total \$8,810.73

Balance \$6,611.33

Asset
Royal Bank GIC
Life Memberships \$5,800.00

Notes

1. The fiscal year for the Ex Libris Association is the calendar year
2. This financial report is prepared on a cash basis, and does not reflect any accruals.

Respectfully Submitted
F. Israel

Report of the Membership Secretary

As of July 31, 2000, there are 168 paid-up members of the Association. Of these, 30 are Life Members. This represents a net gain of four members over the same period in 1999.

Active recruitment at the OLA conference netted us five new or renewing members.

The process for renewal of membership which was put into place last year are working well and we will continue to improve our communication strategies to make sure members are aware that the membership year is the same as the calendar year.

I will be working closely with the Recruitment Committee as they formulate a plan to increase the membership. I urge all members to share information about the Association with all who might benefit from it.

Respectfully Submitted
C. Israel

Recruitment Committee

The responsibility of the Recruitment Committee is to try to ensure that all those who are eligible for membership are made aware of the existence of Ex Libris Association, its objectives and the opportunities it affords them. Recruitment is important because ELA speaks for retired librarians. The larger the organization, the more effective its voice can be.

The Committee was asked to bring to the May Board meeting a plan of action for the Committee. The Committee set about its task by first listing the various ways in which the target population could be reached, then by consulting former Recruitment Committee Chairmen, current members, and eligible non-members of ELA, and by searching the available literature for ideas, including Ex Libris News, minutes of the Board and available Membership Committee files.

The Committee presented a detailed Report which was approved by the Board at its May 29, 2000 meeting. A summary of the main points follows:

There was unanimity among all those consulted that by far the most successful method of recruitment was by personal contact. Ergo, ideally, members of ELA will approach their friends and colleagues and persuade them to join. Once a year, members will be asked to provide the names of prospective members to the Recruitment Committee which will send a personal invitation to join ELA to each individual suggested.

With a view to casting our net more widely, the Committee will also solicit the cooperation of large public and academic libraries in identifying potential members by providing information about ELA to be posted on bulletin boards or included in retirement packages.

Notices in professional journals, or better still articles about ELA, will periodically be used as a method of making members of the profession aware of ELA, and gaining their attention and

interest.

The Committee recommended that these recruitment activities be carried out on a regular, systematic and timely basis. A list of large libraries has been compiled and letters have now been sent to about half of them with the remainder to be approached next year. A notice to members requesting them to provide names and addresses of potential members is included in the fall issue of ELN. Further reports will appear in future issues of ELN.

Respectfully submitted,
D. Henderson
K. Packer

Report of the OLA Representative

The major activity this year was the participation of Ex Libris Association (ELA) in the Ontario Library Association (OLA) Super Conference 2000 Exhibitors Showcase. Due to a reorganization of the exhibits, Ex Libris fell under the new category of "Non-profit organization" liable for a fee of \$350.00 to have exhibit space at the conference. However, OLA continues its excellent support of Ex Libris and was able to come up with an approach that, in effect, resulted once again in free space for Ex Libris.

The ELA banner was the backdrop for our exhibit in what turned out to be a highly visible location. We were accommodated in a regular eight-by-10 foot booth as opposed to the 'table display' stipulated in the exhibitor's manual for the 'non-profit' category of exhibitors.

Special thanks to volunteers Ann Schabas, Nancy Williamson, Margaret Beckman, and Jean Weihs who helped to staff the booth.

No liaison report would be complete without the acknowledgement of the tremendous support of OLA Executive Director, Larry Moore, and staff who year-after-year show their generosity in practical ways.

Super Conference 2001 is scheduled for February 1 - 3 at the Metro Convention Centre. The theme is LOOKING BACK - REACHING FORWARD. This will be OLA's 100th birthday celebration and conference. I recommend that ELA make every effort to have a presence and to be part of the celebrations.

Respectfully submitted,
P. de Ronde

Report of the Archivist

The work on the Association's Archives continues. Files are being amalgamated, consolidated and weeded and a new filing system has been created.

The plan is to complete this work by November 2000, if possible, so that the full time of the archivist can be devoted to the Personal and Institutional Archives Project.

These archives are currently stored at the Faculty of Information Studies, University of Toronto.

Respectfully submitted,
N. Williamson

Report of the Personal and Institutional Archives Committee

Over the past year this Committee has been involved in developing a project to encourage the preservation of archival materials about libraries and librarianship in Canada and to create a database and/or publication that will serve as a finding list for such materials. The plan is to contact directors, chief librarians and chief executive officers of libraries and related organizations, as well as retired persons who have contributed to institutional development and /or the development of librarianship as a profession, requesting assistance in locating and describing such materials.

To this end some preliminary work has been done. A letter outlining the project has been prepared and approved by the ExLibris Board of Directors. In carrying out this project we are looking to co-ordinate the work with that of other bodies with an interest in the archives of libraries and librarianship and to develop the database according to accepted standards.

In preparation for this we have been in discussions with the National Library of Canada, the National Archives, the Ontario Archives and the Canadian Library Association. A mailing list is being prepared and information will appear in a forthcoming ExLibris News. We are hoping to be able to get the project off the ground early in 2001.

Respectfully submitted,
K. Crouch
J. Weihs
N. Williamson (Chair)

Advertisements

Ex Libris News accepts advertisements under the following conditions:

content consistent with Association purposes and constitution



copy submitted to editor in print-ready black and white format



copy reviewed by Newsletter Committee before publication



space available and assignable throughout News except for front page



space rates: \$10.00/ column/ 1/6 page



invoices submitted after publication and payable on receipt



deadlines: spring issue
March 15/fall issue
September 1

Recommendations of the Report: The Future Role of the National Archives and National Library

The Focus of this year's annual get-together at the Kitchener Public Library is the report written by University of Waterloo Professor John English, a noted historian, biographer, and former MP for Kitchener. The report entitled, *The Future Role of the National Archives and National Library* and submitted to the Minister of Culture, is of considerable interest to librarians and archivists past, present and future.

Professor English will be the keynote speaker and he will be followed by Gwyneth Evans, Director General of National and International Programs for the National Library and Miriam McTiernan, Archivist of Ontario.

The newsletter committee felt that while the printing of this report would be beyond our capacity, the publication of the recommendations would be useful information for all our members. The text of the full report is available at public and university libraries. This should be a very informative meeting.

-- Lynn Matthews

RECOMMENDATIONS:

1. We recommend that the National Library and the National Archives be separate institutions with distinct leaders, but we urge that common programs and services be significantly expanded in order that the visibility of both institutions is enhanced and accessibility to their collections is greater for all Canadians. Moreover, both institutions should develop closer relationships with other agencies and crown corporations within the department of Canadian Heritage to further these goals.
2. We recommend that the Minister establish a common board consisting of the National Archivist, the National Librarian, at least one head of a major related agency or crown corporation in the department of Canadian Heritage, a senior representative of the department who should be committee secretary, and seven others representing users, the archival community, the library community, information management representatives and the cultural community. Such a board should meet regularly with a well-defined agenda to assess, inter alia, how effectively NA/NL is working with other governmental institutions and with each other. Its chair should not be one of the governmental representatives.
3. The National Archivist should take a public role in debates about records destruction, legislation concerning privacy and freedom of information, and in all matters concerning access to the public records. The National Archivist, possibly in co-operation with the Freedom of Information Commissioner, should present a strong case for making microdata samples of Mid-Twentieth census available with names removed and urge Statistics Canada to follow the practice of the United States in making available manuscript censuses in their entirety after seventy years.
4. NA should assert its powers conferred as a National Institution in the selection, preservation and integrity of the official record. While current legislation seems generally satisfactory, NA, in co-operation with the Freedom of Information commissioner, should carefully assess whether legal decisions, the creation of new forms of government agencies, and departmental practices require new legislation. If so, the National Archivist should make such a recommendation to the Minister.
5. The Minister should strongly suggest an inventory and review of Federal Library Services with a view to reorienting services with a flexible, government-wide framework which emphasizes the role of librarians and information brokers evaluating, selecting and making accessible information required to support the business of the department/agency, and training users to access information for personal use in a fast, accurate and cost-effective manner. Information resources within this framework should be a mix of locally-held specialized material, government-wide delivery to client desktops of jointly licensed electronic services, a common general reference resource, and partnerships with subject specialized libraries in the academic, public and private sectors, consultation with the Library of Parliament should begin at once.
6. We urge that the National Library, in partnership with major national library stakeholder groups, create an organization similar to the Canadian Council of Archives. Such an organization would be separate from the National Library and should be community-driven. It could identify national priorities and administer and disburse such funds as are available for library development and assistance programs.
7. Future Revision of the National Archives Act should strengthen the concept of "Total Archives" in the acquisition, management, and preservation of Canada's documentary record, such a revision should also indicate that the role of the National Archivist is to seek partnerships and frame policies that would assure comprehensive preservation of nationally significant archives.
8. The proposed common board should evaluate the acquisitions and collection policies of the National Library and National Archives and should make a recommendation about the acquisition of literary manuscripts.
9. The National Archives should take a leadership position in establishing a national acquisition policy. Particular attention should be paid to the articulation of a policy for electronic records.

10. We endorse the Canadian Association of Public Data Users proposal for a National Data Management Strategy in which the National Archives and the National Library play a facilitative role. The two institutions should play a partnership role with such a data archive and co-ordinate the federal government's relationship with such an archive.

11. The National Archives and the National Library should enter detailed discussions with the Association of Canadian Map Libraries and Archives and relevant federal government departments to consider the creation of a partnership leading to the formation of a national map and geographic information collection.

12. The National Library should dispose of non-Canadian material that contains no Canadian content. It should also consider the future of the Canadian book exchange in light of the development of regional networks. In all respects, strengthened partnerships, in the spirit of section 8 of the National Library Act, should be more actively pursued.

13. The Minister should intervene directly to make Canada's postal heritage more accessible to Canadians. The opening of a museum at the Museum of Civilization creates the possibility of a recreation of the National Postal Museum closed by Canada Post in 1988. Discussions should begin with the Museum, Canada Post, and The Royal Philatelic Society to remedy this situation as quickly as possible.

14. The National Library should strongly support the Canadian initiative on digital libraries and work with partners in government to assure its success. It should become a priority for the National Library and the Department of Canadian Heritage.

15. AccessAMICUS should be a free search service, available in Canada and internationally on the Internet with Web browser interfaces that are suitable for individual researchers and library and archives staff, including those using adaptive technologies to overcome visual impairment and physical disabilities.

16. The National Library should establish a partnership with the Canadian National Institute for the Blind. Such a partnership might include National Library facilitation of access to electronic government information and National Library acquisition and preservation of digital publishers' files in order to make them accessible to alternative format producers.

17. We recommend that the proposed common board have as its first priority the strengthening of access to the collections of the National Archives and National Library. The goal should be that any user with an information need related to Canadian cultural and government-published or documentary information will find the National Archives and National Library resources, whatever their entry point or gateway into the information highway. We further recommend that the Minister of Canadian Heritage strongly encourage other agencies and Crown corporations in the Department to involve National Archives/National Library in projects that draw upon their resources. National Archives and National Library should consider joint projects and linkages with the museum community. The Canadian initiative on digital libraries should involve both National Archives and National Library and should deal immediately with overlap and integration.

18. Distant access sites should be discontinued. The place of Federal Records Centres should be re-examined. NA should concentrate on the possibilities of the web and more efficient and greater microfilm diffusion to achieve a greater national presence.

19. The National Archivist, in co-operation with the Access to Information Commissioner, should take an active part in the revision of access to information legislation and privacy legislation. The Minister should point out to her colleagues the burden that this legislation places on the National Archives and should insist on legislation that allows for greater efficiency, access, and economy.

20. Improving the quality of service and more closely defining and meeting performance standards is essential. The National Archives should examine its reference services and seek to repair what appears to be a poor relationship between some archivists and reference services. More self-service in the National Archives seems appropriate, but researchers should have quick access to specialized archivists when needed. Both the National Archives and the National Library should improve photocopying and other services. The creation of a Family History Centre is a welcome initiative which the National Archives should carry out in co-operation with the National Library.

21. The National Archives and National Library should consider ending the paper versions of *The Archivist* and *National Library News*. Both, however, should explore with Canadian Publishers publishing programs based upon their collections. The institutions and the department should explore the possibility of linking directly some major Canadian publication projects that depend heavily upon NA/NL material, notably the *Dictionary of Canadian Biography*. The Department of Canadian Heritage and the Government of Canada subsidize the dictionary and some similar projects. Some association with national institutions might strengthen both those publications as well as NA/NL. The National Archives and the National Library should develop jointly a cultural programming, publishing and exhibition program. Close ties with partners, especially within the Heritage Portfolio, should be established and attention to both costs and visitors would have to be constant. Partners should be sought, and additional costs should not come out of current budgets.

22. The preservation and conservation services should be a common service for NA/NL. Partnerships should be actively sought and the possibility of increasing the availability of expertise for the community should be considered. The excellence of the Gatineau preservation centre should be given a

high priority by the department of Canadian Heritage. The proposed common NA/NL board should consider what percentage of government records should be retained and make recommendations on this subject to the National Archivist and National Librarian.

23. Specialized archivists (audio-visual and Cartographic), when possible, should be located with their materials.

24. The information management and information technology services activities of the National Archives and National Library should be made a common service. Each institution would retain specific functions but the services would be common.

The Department of Canadian Heritage should work with the Treasury Board, Industry Canada, Public Works and Government Services Canada, and other appropriate agencies to assure that the National Library and National Archives are represented continuously on existing government committees dealing with information technology and information management, notably the Treasury Board Secretariat Advisory Committee and its information management subcommittee. These committees should be asked to clarify immediately the question of legal deposit of electronic records generated by departments.

25. The Task Force on Digitization should be released and an agenda for discussion and implementation of its recommendations established.

26. The National Archivist should take a strong public stand with respect to inappropriate destruction of public records.

The National Archivist should intervene to ensure that the proposed legislation to regulate the collection and diffusion of personal information in the private sector take account of the needs of archival services to acquire private archives and or researchers to use that information.

27. The National Archives should develop the infrastructure begun through the information management forum and, in a more focussed way, provide

leadership in the setting of policy, standards and guidelines for records and information management for the Government of Canada.

A strategic plan for long-term issues of electronic record keeping and record keeping systems should be developed within the Information Management Forum and discussed within other relevant committees.

The Minister of Canadian Heritage should discuss with the Secretary of the Treasury Board the possibility of a "Justice model" to accomplish more effectively records management within departments. The possibility of management of information and records becoming a standard performance indicator for departments should be considered in this context.

28. Consideration should be given to making a Secretary of State responsible for the National Archives and the National Library with specific responsibility for the information activities of the two institutions and, more generally, for the Department of Canadian Heritage. This individual should establish strong relationships with other government departments having information responsibilities, especially the Treasury Board.

29. The Minister should appoint a common advisory board for both institutions whose membership should include the National Archivist, the National Librarian, the President of the National Museum, and as many as seven others. This body should emphasize the informational responsibilities of the two institutions within and outside of Government. The committee should ensure effective management of common services.

30. Common services for the two institutions should be expanded, and a Common Services Branch reporting to the common board should be established. The structure used for the National Sciences and Engineering Research Council and the Social Sciences and Humanities Research Council is a possible model. We recommend that these common services include: financial, material and facilities

management; preservation and conservation; records management; information management and information technology services and related standards development; and cultural programming, publishing, and exhibitions.

31. The development of "friends" of both organizations is an excellent development. The use of "friends" in fund-raising, both privately and through other government programs, should be explored. Both merit strong support from both institutions and common projects should be encouraged.

32. We recommend that serious consideration be given to creation of a National Film, Television and Sound Archives in which other parts of the Canadian Heritage Portfolio, notably the Canadian Broadcasting Corporation and the National Film Board, are partners. The Gatineau Preservation site should be the site of such an archive. Because of the visual character of Cartography and the importance of digitization to its preservation, cartography should be part of this archive. The proposed "Magic" could be housed there. The structure of the organization should take into account the proposed common National Archives and National Library common board and the Minister should take the lead in creating lines of responsibility.

We recommend that all audio-visual, sound and cartographic employees of NA/NL be placed at the Gatineau site.

33. We urge the Minister to consider the West Memorial renovation in light of the other projects within her department and the department's strategic plan.

34. We recommend that any future appointments to the office of National Librarian or National Archivist be for a fixed term of, preferably, five but not more than seven years.

How **NOT** to Celebrate Your 80th Birthday!

By Albert Bowron

Last October, my son organized a great celebration for my 80th birthday and I should have been contented with that. But I had what I thought was a great idea to top off my coming of age: I would complete the circuit of Lake Ontario begun two years earlier on my bicycle when I cycled the 300 km Waterfront Trail from Niagara-on-the-Lake to Trenton. For that epic journey I was presented with a pin by David Crombie.

One day I spotted a newspaper ad from a woman in Gosport, England who wanted companions to cycle around the lake to raise money for cancer research. She already had sponsors to pay for every mile completed. She was coming with a cycling troupe to Toronto. I contacted her and arranged to meet the group at Pearson Airport. She arrived with her bicycle in a big box, but without anyone else. She said they had all dropped out of the expedition. Not a good sign. She was 51, of sturdy build and sported a brush cut.

Indifferent to the 300 kilometres I had already completed, we agreed to travel east from Brighton and finish the remaining 519 km.

This became an average of 65 km per day for eight days, much of which was on highways through towns, on dirt roads, up and over the drumlins of northern New York State in slashing rain, chill, heat and cold. We ate mounds of junk food served in every motel, bed and breakfast and café. Unfortunately we had no interests in common. Christine said she hated all kinds of music, poetry, and showed little curiosity or interest in the great scenery or sights passing by.

Every now and then she produced a small doll rather like a ninja from her kit and photographed it in front of a wall, a tree or on a wet sidewalk. It was the only thing photographed by her at Niagara Falls after arriving there on the



80-year-old Al Bowron completes Lake Ontario circuit on two wheels.

eighth day.

Several times we disagreed on which road to take and at one point we split-up to follow different routes. Soon after I had a flat tire in the middle of nowhere – I had five in all, she had none. A passing mechanic helped me fix it and drove me to the next town just in time to meet my companion riding in from a different direction.

Eventually we completed the jour-

ney together and my brother drove us back to Toronto where this tired ex-librarian, wiser and contrite, vowed to restrict his bike riding to grocery shopping.

But wait... how far is it around Lake Superior? Maybe I'll do that when I'm 85... ALONE!

BACK ISSUES OF EX LIBRIS NEWS

The Board of the Ex Libris Association has authorized the sale of back issues of its newsletter, *Ex Libris News*. Single issues are available at a cost of \$2.00 per copy; a complete set of back issues from Number 1 to 25 is available for \$20.00.

Write Ex Libris Association, c/o Dean's Office,
Faculty of Information Studies, University of Toronto,
Toronto, ON M5S 3G6

Of Librarianship, Library Workers, Amalgamation. And Whether Or Not Strikes Are Good.

By Linda Deterville

Life is full of surprises. For a grade eight project on careers, I wrote about librarianship because I had a passion for books and reading, but I never really expected to become a librarian. Later, in university, I spent two summers working in academic libraries, first in a theological seminary and then in a university's science library. Thus, when I reached library school, I assumed academic libraries would be my niche, but that was before I took a course in children's literature from Marguerite Bagshaw and suddenly knew that a children's librarian was what I wanted to be.

As I said before, life is full of surprises. When I graduated from U of T's Library School in 1966, I went to work as a children's librarian for Etobicoke Public Library (later Etobicoke Public Libraries), and now 34 years later, I am an employee of the Toronto Public Library without ever leaving my geographical area.

In some ways, amalgamation has been exciting, and in some ways it has been nerve wracking. It continues to be challenging. I have been proud of the process (perhaps because I wasn't on any implementation team), for I think library workers from across the amalgamated city have amazingly created a unified, viable organization. A major challenge will be to ensure that the sheer size of the organization does not make it unwieldy or inflexible.

The most nerve-wracking aspects of amalgamation are now behind us (although those involved in redeployment and harmonization probably don't agree with me), and so we can begin to see them in perspective. Thankfully, most of the downsizing of staff occurred through retirement and severance packages and so (I trust) the financial hardship was minimal. Change is tough, especially change that is thrust upon

you, and it takes a while to accept the negative and see the positive aspects.

For me, the most nerve-wracking situation that grew out of amalgamation was the threat of a labour disruption in February 2000. Etobicoke was one of the former Metro cities whose library workers were not unionized, and I think most of us were quite happy with that decision.

I say that because at least twice during the '70s and '80s the issue of union certification was raised and defeated. I personally liked being part of a growing organization which promoted libraries and customer service and valued its workers ideas and harmonious working relationships without utilizing the "them" and "us" pattern of labour unions. I felt as though we were all working towards a common goal. We met together frequently to talk and listen to one another. Issues were resolved and projects went forward. Of course, I recognize that the absence of a unionized labour force worked well because the Library Board and the city kept pace with the salaries and benefits of other library systems - at least until 1990.

However, when the province created the new city of Toronto, Etobicoke workers had no choice but to join a union and were wooed by three locals. The leadership of Cupe Local 416 demonstrated integrity. They answered our questions openly and honestly, explained processes and regulations, and exerted no pressure. The executives of both the professional and non-professional staff associations were so favourably impressed after meeting with the 416 executive that we immediately arranged for all staff to have the opportunity to meet them and have their questions answered firsthand. That meeting also was so positive that a date was set to vote on becoming members of 416, and the vote was overwhelmingly in favour of that action. At the back of

many minds, though, was the worry that contract negotiations would not go well and that a strike vote might be necessary.

What was it like to face the possibility of a strike? Scary. My husband and I were planning a trip to Australia and New Zealand in February 2000, and by September 1999, with the unresolved labour dispute still looming, we decided that we'd better not spend our savings on a trip when it looked as though we may need them to live on. It was a necessary decision, of course, and if no strike occurred, our trip would be merely postponed a year. Many people had the much more serious issues of mortgage or rent, college education fees, family provisions, and medical costs to consider.

February would have been a terrible month to go on strike. Weather would have been against us. I decided to buy myself a warmer winter coat and new boots (a picket line outfit) as talks dragged on without any apparent resolution. I also worried that the public really wouldn't care if they had no library service in February. After all, it's a short month with neither exams scheduled nor March Break and project deadlines looming on the horizon.

When the strike date was finally set for Saturday, February 26, I decided to take three weeks of the vacation I'd originally planned for that period and remove myself from workplace concerns for a while. (A colleague removed herself entirely and resigned). It was a good decision, for when I returned to work on February 28, and found we were working on an hour-by-hour basis as talks continued, I could be calm and even cheerful about it. There's nothing like plowing through the mail piled up during a holiday to keep your mind off the clock!

It was with great relief, though, that we received word on February 29 that a settlement had been reached, and that

it was a good settlement, including Etobicoke workers' first salary increase in nine years. It was also a relief not to have Sunday hours a part of the full-time schedule. Obligatory Sunday work was the one issue I personally felt was worth striking over, although I was willing to support other people's major issues with my strike vote. The only bad news is that this three-year contract is partially retrospective, so the next contract negotiations will occur at the end of next year.

Because the hard work of harmonizing several different contracts has been achieved, surely the next time around will be easier.

Linda Deterville is a librarian in Etobicoke with the Toronto Public Library System.

AN APPEAL TO OUR MEMBERS

We need your help! The Recruitment Committee is asking for your assistance in recruiting new members.

Do you have colleagues who would enjoy the benefits of membership in ELA? If each member suggested at least one name, we could, potentially, double our membership and strengthen the Association.

We depend on you to supply names of friends and colleagues who would appreciate an invitation to join ELA. We will send a letter of invitation, a membership form and a recent issue of ELN to everyone suggested.

Please do it today! Provide names and addresses to the Recruitment Committee:

KATHERINE PACKER

packer@interlog.com

416-483-2812

DIANE HENDERSON

hender@fis.utoronto.ca

416-487-9108

Or forward them to the main ELA mailing address.

In Memoriam Essays

Neal Rotan Harlow 1908-2000

Neal Harlow, the University of British Columbia's fourth University Librarian and C.L.A.'s President in 1960/61, died at his home in Los Angeles on July 13, 2000, at the age of 92.

He was born in Indiana in 1908, and attended California State University in Fresno, Santa Ana Junior College and the University of California at Los Angeles, from which he graduated in 1932 with a B.A. in Education. A year later he had earned a certificate in Librarianship from the University of California at Berkeley. He pursued further studies while working, and completed requirements for an M.A. from the University of California in 1949.

In 1934 he began his professional career in the Bancroft Library at Berkeley, and there developed a life-long interest in the early history and cartography of California. Subsequently he worked at the California State Library in Sacramento before returning to the University of California at Los Angeles in 1945 as the head of its Gifts and Exchanges Division. In 1947 he was given the assignment of establishing and directing that University's first Special Collections Division. In 1950 he was promoted to Assistant University Librarian.

He was appointed University Librarian at U.B.C. on August 1, 1951. Harlow immediately became active simultaneously on many fronts. His foremost priority was always the collections of the Library, and he strove to increase the acquisitions budget both from the University's resources, and from grants and donations from foundations and individuals. He established close relationships with the library's benefactors through an organization he created called the Friends of U.B.C. Library.

Every year under Harlow's administration, the rate of acquisition increased and he predicted correctly that the size of the collection would double in a decade to more than half a million volumes. He was therefore also safe in predicting the urgent need for the expansion of the Library by the addition of a south wing.

Planning for the addition commenced in 1957, and the building was opened in the fall of 1960.

The new Walter Koerner Wing allowed Harlow to follow through on another of his initiatives: the improvement of reference services. Where there had been a single Reference Division, the Library now offered specialized Divisions for the Humanities, Social Sciences, Fine Arts, Science, and Special Collections. A separate College Library catering to students in their first two undergraduate years, the precursor of the later Sedgewick Undergraduate Library, was established.

Harlow also sought to improve the staffing situation of the Library, which was experiencing unacceptable rates of turnover. Salaries were improved at the same time as the establishment was increased to deal with the expansion of collections and services. At this time there was a general shortage of trained librarians in Western Canada, and the only two English-language schools in Canada were in the East. In April 1956, Harlow was instrumental in establishing a joint committee of the University, the B.C. Public Library Commission, and the British Columbia Library Association to study the situation and make recommendations. The committee's recommendation that a library school be established at U.B.C. was approved by the University within three years and the School of Librarianship was launched in the fall of 1961.

Throughout his years at U.B.C. he was active in library and community organizations in both Canada and the U.S. Never a passive joiner, he served on the Executive Board of the American Library Association and on its Committee on Accreditation from 1959 to 1963. As President of the Canadian Library Association in 1960/61 he presided with Benjamin Powell, President of A.L.A., over the joint conference of the two associations in Montréal. In his Presidential year he launched an Inquiry Into The State of Library Service in Canada, a national self-study which resulted in an overall assessment of Canadian libraries of all types at the beginning of the 1960s. He also led a delegation to the Minister for Public

Works, lobbying for the construction of a new building for the National Library of Canada.

Just at the point that so many of his initiatives had come to fruition, Harlow surprised his colleagues by resigning on June 30, 1961 to take up a new career as a library educator as the Dean of the Graduate School of Library Service, Rutgers University. He retired on June 30, 1969. Returning to Los Angeles, he renewed his research in California history, and in addition produced many articles and a number of books dealing with its early cartography.

Submitted by Basil Stuart-Stubbs

Milestones

Milestones

Marion Catherine Wilson (née Conroy) of Merrickville and Ottawa died on July 24, 2000 in Ottawa. She was 85. She was predeceased by her husband **William Arthur (Bill) Wilson** in 1994. A graduate of the University of Alberta (1936) and of the University of Washington (1942), Marion served in the RCAF (W.D.) 1943-1945. She worked in libraries in Edmonton, Seattle, Vancouver, England, Montreal and Ottawa. From 1963-1970 she was Associate Editor of the Canadian Periodical Index and later Field Officer and Executive Secretary of the Canadian Library Association. In 1970 she began serving in a number of posts at the National Library of Canada, retiring as Secretary to the National Library in 1981. After her retirement, she embarked on a second career as an antiques dealer in Merrickville, working in the field until ill health forced a second retirement.

Ruth Margaret Spencer (née Church, 1919-2000) passed away in Ottawa, Ontario on July 2, 2000. Ruth Margaret Church began her career in the library of the Royal Bank of Canada in Montreal. In 1945 she enlisted in the Women's Royal Canadian Naval Service. First posted to Shelburne, Nova Scotia, to establish a new RCN library, she volunteered for overseas service. By 1944 she was serving in Londonderry, Northern Ireland, where the base library provided a refuge and books for the Canadian sailors who braved the hazardous North Atlantic convoy route. After demobilization she began graduate studies at the University of London, but was soon recruited as the first professional librarian at Canada House with a mandate to develop a specialized library. In London she met Robert Spencer, a Canadian artillery officer. They were married in 1948. Ruth resigned her position at Canada House in 1950 and soon became Chief Librarian at the Canadian Institute of International Affairs, remaining until the day before the birth of their first child in 1953. In the years following, she devoted her life to raising her family.

Elizabeth Pratt (née McDougall 1920-2000) died peacefully on July 22, 2000 in Ottawa following a brief illness. Beloved wife of the late Arthur James, Elizabeth was a graduate of Bishops and Wayne State Universities. She taught in Tecumseh, Ontario and was a librarian with the Windsor Public Libraries for many years.

Cameron Robert Hollyer passed away June 4, 2000 at the age of 74. Cameron was a librarian for 33 years at the Toronto Reference Library. He was co-founder and curator of the Sir Arthur Conan Doyle and Sherlock Holmes collection - one of the largest in the world. He held honours degrees from Harvard University, State University of Buffalo, and the University of Toronto.

Alan Edward Scott Suddon (1924-2000) Alan Suddon died May 17, 2000 in Toronto. He was a librarian, author, and costume collector. He served as head of the fine arts department of Toronto's Metro Central Library, and was the founder of the Alan and Mary Suddon Collection - one of the finest private collections of historical costumes in Canada.

Helen Mary Menzies Lothian passed away on August 10, 2000 at her home in Niagara-on-the-Lake in her 89th year. Miss Lothian was a member of the first graduating class at McMaster University in Hamilton, receiving a BA in English Literature. Her love of books and literature inspired her to enroll at the University of Toronto, where she received a degree in library Science. She began her library career at the Niagara Falls Public Library in 1941 and retired as head of Children's Services in 1976. During her career she served as Chairperson of the Children's Section for the Ontario Library Association, Chair for Young Canada Book Week and Chair for the Canadian Association for Children's Libraries.

Retired

Andrew Armitage, CEO of the Owen Sound Public Library for 29 years, retired in May, 2000. In his retirement, Andrew plans to do consulting work, with emphasis on historical sites.

In Progress...

Basil Stuart-Stubbs is continuing his survey of the prehistory of C.L.A., the latest chapter of which, "1927-30: The Muddle Years, can be found on the Web at <http://www.cla.ca/resources/muddle.htm>. He is working on the next chapter, which will deal with the 1933 Report of the Commission of Enquiry.

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