ATLA

American Theological Library Association

Newsletter

THE NEW CENTURY EDITION

of the

WORKS OF EMANUEL SWEDENBORG

A newly translated, annotated edition of Swedenborg's theological works that significantly enhances their scholarly utility is scheduled for publication between 2000 and 2014. Swedenborg Foundation Publishers has gathered a team of international scholars to create a distinguished edition that meets the highest scholarly standards; the fresh translation takes advantage of seminal work in the new field of Neo-Latin. This deluxe edition, set in two-color Garamond typeface with Swedenborg's original ornaments, will allow Swedenborg's impact on the history of ideas to be traced as never before.

Contents

Contact the Newsletter Editor:

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Editor: Margret Tacke Collins

Statement of Purpose

The American Theological Library Association is a professional, non-profit association of librarians who specialize in theology and religious studies or who have an interest in the bibliography and literature of religion. In producing the *ATLA Newsletter,* the American Theological Library Association seeks to be a source of information to ATLA members about membership activities and job openings, as well as a forum for discussion on various issues of interest to members.

Subscription Information

Submission Information / Advertising Information

President's Message

Agility and Stability in a World of Change

Change can be invigorating, but it can also be intimidating. I'm sure if we asked the staff at the ATLA office, they have experienced both in recent weeks with the move to the new headquarters. The pace of change in our lives and work seems to have accelerated past the point where we complain that it is quicker than "in the good old days"; it is now a constant factor in our lives.

The board task force charged with developing a list for discussion of the Association's core values sought to reflect both concepts which we judged were present in our collective history, as well as some which ought to be central to our lives as theological librarians. Given the challenge of constant change, the phrase we came up with was that as librarians we value "agility and stability in an educational environment where change has become the norm."

Libraries build collections to serve our institutions' educational programs not just for our current curriculum, faculty and students, but as a foundation for the future. We need to be agile enough to meet the rapidly changing needs of our schools and patrons, but also to insure that the resources we collect will be available 50 years down the road. Stability of the collections has long been a concern of our association, as manifested in the preservation microfilming programs. This effort begins to take a new form with the increasing numbers of electronic resources emerging in our discipline. We need to have the agility to adapt to the possibilities networked resources can offer, but crucial questions remain unsolved regarding the long-term durability and availability of these new products. Web pages move or disappear, operating systems evolve, and legacy applications become problematic to operate.

Rather than merely being a sign of reluctance to change or an inability to appreciate new possibilities, librarians' concern with preservation is essential if we are to preserve for future use materials that have been deemed significant enough to add to the collection. It continues to appear that digital archiving will be a costly operation if hardware and software continue to change rapidly. As yet there is no significant evidence that enduring data formats will emerge soon to ease the problem of migration from platform to platform.

The Digital Standards Committee formed by ATLA and ATS is a group that was established to address these issues and to help define best practices and standards for electronic projects and resources. It is through the development of standards that we can create structures for these tools, which may be more readily carried forward from one environment to another. The ATLAS project will produce a substantial corpus of digital information that I suspect will quickly become a core resource for our discipline, and thus also present a pressing example of this problem for our libraries. Migration of this corpus of digital information is not likely to be addressed at the level of individual libraries, but will become an on-going preservation issue for the Association.

History shows that knowledge created and recorded may be lost over time for a variety of reasons. Libraries as repositories of knowledge were created, at least in part, to try to insure that such knowledge is preserved and accessible into the future. That task becomes more difficult in times of change and flux.

The first flush of enthusiasm about wider access with digital resources now needs to be followed up with concentrated attention to the problem of insuring stable access to electronic collections over time. I am confident that ATLA as an association has the agility to create these resources, as well as the commitment to providing the digital preservation necessary for stable access over time. 📖

Bill Hook
ATLA President

News of ATLA Members & Member Libraries

On August 1st, 2000, **Luba Zakharov** became the librarian of **Saint Meinrad School of Theology and Monastery**.

Ms. Zakharov has an MLS from North Carolina Central University; an MTS from Duke Divinity School; an MA in Student Development and a BA in Communication Studies both from Azusa Pacific University, Azusa, California.

Ms. Zakharov has experience in both the academic and corporate world. She has functioned as an archivist, a cataloger, and a reference librarian. She is well acquainted with computer technology and has had some administrative experience.

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The **Feehan Memorial Library at the University of St. Mary of the Lake / Mundelein Seminary** is pleased to announce the appointment of **Anne Rasmussen** to the position of Technical Services Librarian. She comes to the library from the Serials department of the Ohio State University libraries. Her MLIS is from Kent State University. In addition, she has an MA in art history with a concentration in the Italian Renaissance from Indiana University. She will be overseeing all aspects of Technical Services operations, with her chief responsibility being cataloging. She is looking forward to active participation in the Technical Services Interest Group.

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Robert E. Cogswell has accepted the position of Library Director at the **Booher Library, Episcopal Theological Seminary of the Southwest**, Austin, Texas. Rob previously served as the Head of Technical Services for the Booher Library.

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Lorna Young has joined the staff of **Regis College Library**, Toronto, Ontario as Head Librarian. Lorna was formerly the Head, Reference and Circulation Services at Athabasca University in Alberta, providing library services in a distance education environment.

Barbara Geiger is continuing in the Regis College Library in the newly created position of Reference Librarian.

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Andrew D. Scrimgeour has joined the **Drew University** campus community as Director of the University Library. Dr. Scrimgeour comes to Drew from Regis University in Denver, Colorado, where he served as Dean of Libraries for the past eight years. Prior to his appointment as Dean of Libraries at Regis in 1992, Scrimgeour was Director of Libraries and Associate Vice President for Academic Affairs, responsible for managing academic support areas such as admissions, recruitment, academic computing, and the registrar's office.

Scrimgeour is well known to many ATLA members, and Drew's Methodist and Theological Librarians are proud and delighted that he has come to Drew. From 1980 to 1984, Scrimgeour was Director of the Ira J. Taylor Library and Associate Professor of Theological Bibliography and Research at the Iliff School of Theology in Denver. Prior to that assignment he was Director of the Library Development Program at the Boston Theological Institute at Harvard University.

Scrimgeour holds a Ph.D. from Drexel University's College of Information Studies and Technology, an MLS from Rutgers' Graduate School of Library Service, and two masters degrees from Princeton Theological Seminary. His undergraduate degree is from Nyack College in Nyack, New York. He has published extensively on libraries, scholarly communication, and religious topics and is Secretary of the Board of Trustees of Scholars Press at Emory University. He has been an active member of the American Academy of Religion for almost twenty years, serving as chair and founding member of the Academy's Committee on Research and Scholarship.

Scrimgeour is also Archivist for both the American Academy of Religion and the Society of Biblical Literature.

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Jay Stillson Judah, a longtime ATLA member and leader, died on October 9. Stillson was one of the editors of the initial volume of the *Index to Religious Periodical Literature* (1949–1953), the predecessor of all ATLA publications. He also served as Vice President (1962–63) and President (1963–1964) of the Association. Stillson served the Pacific School of Religion and was a leader in the ecumenical process that led to the formation of the GTU library in 1969. Memorial services for Stillson Judah were held October 12 at Fair Oaks Baptist Church in Concord, California. 📖

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Elaine Bryant of Lifeway Resources in Nashville, Tennessee, died the morning of October 26. Funeral arrangements were made at Hickory Chapel in Nashville. 📖

Announcements

2001 ATLA Bibliographic Award

The Publication Interest Group of the American Theological Library Association invites applications from bibliographers and indexers in the fields of religious studies/theology, for the 2001 grant-in-aid award of $1,200. The scope and subject matter are broadly conceived, with the intent of encouraging bibliographical and indexing work at all levels, especially by persons undertaking their first major bibliographical study or indexing project.

Projects from article to multi-volume length, reflecting research in the full range of religious/theological disciplines are appropriate for consideration. ATLA reserves first rights of publication for all projects receiving grants. The application deadline is April 15, 2001. The winners will be selected by the steering committee of the Publication Interest Group at the ATLA Annual Conference in June.

Applications should contain:

1. date, applicant's name, address, telephone number, current position, professional experience and educational background;
2. a description of the project in not more than two typewritten pages including title, purpose, scope, size, format, organization and methodology, an anticipated date of completion, a proposed expense budget (listing other anticipated sources of financial assistance);
3. two letters of reference, one from a person acquainted with the applicant's general bibliographical competence, the other from a person acquainted with the applicant's specific project.

Inquiries, applications and letters of reference should be referred to:

Karen L. Whittlesey
Director of Member Services
American Theological Library Association
250 S. Wacker Drive, Suite 1600
Chicago, IL 60606-5834
Telephone: (312) 454-5100
Fax: (312) 454-5505
E-mail: kwhittle@atla.com

Application deadline is April 15, 2001. 📖

BETH/ABTAPL Meeting in York

August's end usually sees me putting the finishing touches on whatever project the Eastern Seminary Library Staff has undertaken for the summer and looking forward to welcoming students to a new school year. This August ended in a very different and most enjoyable way. The Association of British Theological and Philosophical Librarians (ABTAPL) hosted a joint conference with BETH (Bibliothèques Européennes de Théologie—the European Association of National Theological Library Associations) in the lovely city of York, England. It would be hard to find a more perfect venue for a Conference—a city filled with history and mystery and endless small streets perfect for wandering. The College of Ripon and St. John stands in the shadow of the York Minster and was a delightful place to enjoy a meeting of international librarians.

The BETH Conference opened on the 30th of August with a small gathering of attendees. During the two-and-a-half day meeting, Eileen Crawford of the Vanderbilt Divinity Library was invited to present her Technical Services Web site demonstration and was very, very well received. Dennis Norlin brought greetings from ATLA and gave an update on the CERTR project as well as responding to many questions about the Association. I enjoyed simply being an observer. BETH Conference Attendees are few in number, with only one individual representing most of the National Associations, so the conference is small in scale and somewhat informal with no structured workshops, papers or presentations. The small size makes it possible to spend a great deal of time talking with different individuals (the language skills of our European colleagues are most impressive!), exchanging ideas and simply getting to know one another. A very special highlight of the Conference was a trip to the Ampleforth Abbey followed by a meal in a country pub. Chris Belden of Lancaster Theological Seminary joined the Conference on Saturday and was present for the entire meeting of the ABTAPL.

The ABTAPL has a very active membership and includes individuals from many sectors—public, university, private and theological schools. Most schools represented struggle with severe budget constraints. It was a sobering reminder of just how bountiful are our resources within the ATLA.

There is a very strong interest among the individual membership of both BETH and ABTAPL to engage in some exchange of librarians. We would be very, very lucky to have any of these colleagues to come and join us for a long or short period of time. 📖

Melody Mazuk
Eastern Baptist Theological Seminary
Wynnewood, PA

L to R: Chris Belden, Eileen Crawford, Melody Mazuk, Dennis Norlin

Professional Development Committee

Questionnaire Results

The Professional Development Committee was appointed in 2000 to further the association's first goal: "to foster the professional growth of its members." The Education and Annual Conference committees focus on professional development at the annual conference; the new PDC is charged with fostering professional growth in addition to the annual conference. To begin that task, the PDC conducted a web-based questionnaire of ATLA members, to determine professional development preferences. ATLA members with email address on file were sent the url for the questionnaire.

What an encouraging response we had! Over 185 people responded to the survey, many typing insightful comments in addition to selecting multiple choice answers. Thanks to all who took time to complete the questionnaire.

Respondents were functionally, institutionally, and experientially <u>diverse</u>. The respondents were functionally diverse: directors/managers, 50%; collection development, 23%; public services, 36%; technical services, 20%; electronic/web services, 9% (people could pick multiple answers). Both professional librarians and paraprofessionals responded. The respondents were institutionally diverse: university related libraries, stand-alone seminaries, one-person library staffs. And we have different levels of experience: newer and more experienced librarians. Providing professional development opportunities for such a diverse membership will be a challenge.

We wanted to know how many folk participate in <u>regional theological library groups</u>, thinking these regional groups might be a forum for educational opportunities. Slightly over half of the respondents participate in regional groups. Of those, 40% meet twice a year, 28% once a year.

An overwhelming 94% of respondents wanted ATLA to develop <u>completely formatted programs</u> that could be offered regionally. To begin to address this desire, the Professional Development Committee is compiling a list of speakers who are willing to present programs on various topics.

The questionnaire asked for feedback on <u>topics</u> of interest. A technology overview, preservation, working collaboratively with faculty, and creating a

writing and research course were top vote-getters among the list of possible topics, each getting approximately 50%. Many people suggested other topics, and the PDC compiled a list of over 60 potential topics.

Responses to the kinds of <u>formats</u> for continuing education were mixed. In addition to regional completely formatted programs, the questionnaire suggested 1-2 day events in Chicago, and a series of programs that would build on each other. Many other formats were suggested in the comments:

- distance - broadcast instruction;
- relaxed, several day, retreat-like opportunities;
- web pamphlets, or tutorials;
- 1 day program in Chicago, or in conjunction with the annual conference, or delivered in various regions;
- a director's day at the annual conference;
- program tracks at the annual conference;
- 2-3 program track offered in sequence;
- 2-3 session foundations of management, public, technical services, offered on a rotating basis.

<u>Cost</u> was a concern for many; only 46% were willing to pay $400 or more for professional development events, including travel and lodging. Many comments suggested that institutional budgets for professional development were low, and some people could only afford to travel to the annual conference, or send staff to the annual conference on a rotating basis. The PDC is interpreting these responses as a need to offer some professional development opportunities regionally, with lower travel costs; and/or develop distance education opportunities, especially for non-management topics.

There were lively comments about how to integrate <u>new members</u> into ATLA. There seems to be a dual need to orient new members and to connect new members with long time members. Also there is a need to teach newer theological librarians skills related to their function (management, public, technical) within theological libraries.

Thanks to each of you who answered in the questionnaire. It is already providing useful feedback for our association. In future newsletters, there

will be more information about how the Professional Development Committee plans to address the needs and preferences expressed in the survey. If you have comments or questions concerning the questionnaire, or other matters related to professional development, please feel free to contact a member of the

PDC - Valerie Hotchkiss, Roberta Schaafsma, Jeff Siemon, and David Stewart. 📖

Jeff Siemon
Christian Theological Seminary
Indianapolis, IN

Preservation News

ATLA's preservation microfilm grant, "Christianity's Encounter with World Religions," funded by the National Endowment for the Humanities (NEH), has been a work in progress since June 2000. Since the onset of the project, fifty-three titles have been sent to Preservation Resources for collation. The Preservation Assistant is exhausting the Internet and other resources looking for replacements for twenty-five of these titles. Thus far the Department has been successful in locating complete runs for a number of titles. The Preservation Department would like to thank the numerous institutions that have made valiant efforts in locating and providing the replacements necessary for this

project, including: St. Joseph's Seminary, Westminster Theological Seminary, Virginia Theological Seminary, Duke Divinity Library, Hartford Seminary, Harvard's Widener Library, and Associated Mennonite Biblical Seminary.

As of October 16, Preservation Resources has begun filming four titles: *Ex Orient Lux*, *Egyptian Religion*, *Islamica*, and *Bibliografia Missionara*. By December 2000, Preservation Resources should have received the 77 titles slated for filming during Phase I. Phase II and Phase III will film another 100 titles during 2001–2002. This grant-funded preservation project will draw to a close in May 2002. 📖

ATLA Annual Conferences

June 20–23, 2001
Durham, NC
Divinity School at Duke University

June 19–22, 2002
St. Paul, MN
Minnesota Theological
Library Association

June 18–21, 2003
Portland, OR
George Fox Evangelical Seminary
Mount Angel Abbey
Multnomah Biblical Seminary
Western Seminary

ATLANTIS Reference Reviews

September Review

Dictionary of Third World Theologies edited by Virginia Fabella and R. S. Sugirtharajah Maryknoll, NY: Orbis Books, 2000, hardcover, 261 pp. $54.30 ISBN: 1-570-75234-6

The primary significance of *Dictionary of Third World Theologies* is its unique perspective. The contributors are men and women of the Third World whose voices have often been "relegated to the periphery." Contributors include James Cone, José Miguez Bonino, Maria Pilar Aquino, Musimbi R.A. Kanyoro, Clodoris Boff, Katie Cannon, Leonardo Boff, Mercy Amba Oduyoye, and Gustavo Gutierrez, among others. Happily, the editors have sought to provide the inclusion of a number of exceptional female theologians in this outstanding list of contributors.

Dictionary of Third World Theologies is the first dictionary devoted to Third World issues from a Third World theological perspective. The purpose of this text is: "to consider different ways a particular theological thought has been articulated within the Third World." Historical, social, and theological contexts are discussed as they relate to Third World concerns and theologies as different from more traditional, Western and Eurocentric views.

In the introduction the editors carefully address the definition of the term "Third World" with explanation of its current use in the title and substance of this book. Fabella and Sugirtharajah suggest: "the Third World still encapsulates a particular way of existence and experience" contrasted with terms like "underdeveloped," "developing" or "low-income group nations." The list of entries, the list of the contributors with brief biographies, and selected list of English-language journals on Third World Theologies and Issues are useful additions.

Entries include: Colonization, Contextualization, Dependency Theory, Christologies (African, African-American, American-Indian, Asian, Asian-American, Caribbean, Hispanic and Latin American), Ecclesiologies (African, Asian, Latin American), Feminist Theologies of the Third World, Human Rights, Inculturation, Narrative Theologies, Praxis/Orthopraxis, Third World Theologies in the First World, and Palestinian Lib-

eration Theology. The editors acknowledge gaps and omissions as well as the variety in the length of entries. Each entry provides suggestions for further reading at the end of the article with "priority given to materials written by Third World peoples and that are generally accessible." There are ample "see references."

Virginia Fabella, a Maryknoll Sister theologian from the Philippines, is on the faculty of the Institute of Formation and Religious Studies in Quezon City, Philippines. She has authored and edited a number of books, including *With Passion and Compassion: Third World Women Doing Theology*, and *The Emergent Gospel: Theology from the Developing World.* R. S. Sugirtharajah, a Sri Lankan theologian and biblical scholar, is a senior lecturer in biblical hermeneutics at the University of Birmingham, England. His books include *Voices from the Margin: Interpreting the Bible in the Third World*, and *The Asian Faces of Jesus.*

Because of its unique contribution to theology and the voices included in this book, The *Dictionary of Third World Theologies* belongs in all theological seminary and graduate level libraries as well as undergraduate programs with emphasis on theology, missions or interest in the Third World issues. 📖

Linda Lambert
Humanities/Fine Arts Librarian
Seattle Pacific University

Diktuon

Assistive Technology Meets the Library PC

The Americans with Disabilities Act (ADA) has made educators of all kinds, including librarians, acutely conscious of the barriers to people with disabilities. Much attention is focused on physical accessibility, but in libraries access to the content of collections and services are at least as important. At one time assistive technology meant highly specialized and expensive equipment exclusively. Nowadays, however, the ubiquitous and highly versatile library personal computer can provide an unprecedented level of assistance to people with disabilities at reasonable cost.

Terminology

The terminology associated with technological accommodations for people with disabilities is confusing, in part, because there is no clear consensus on exactly what terms mean. For the purpose of this article, "assistive technology" is a broad term identifying anything that enables someone to do something they otherwise could not. While a hammer might be considered assistive technology under this definition, the term generally focuses on assisting needs beyond the average. "Adaptive technology" helps individuals adapt to their environment. Sometimes "adaptive technology" is used to refer specifically to computer applications, such as optical character recognition (OCR) and voice synthesis. There is also technology that allows people with disabilities to use common computer systems. This is called "access technology."

The Assistance is in the Application

Sometimes making use of PCs as assistive technology tools only requires a little creativity. I once observed a librarian with no knowledge of sign language conduct a successful reference session with a deaf patron simply by sitting beside the patron at a PC and sharing the keyboard to type their conversation in the window on the screen. Common software can be very helpful to people with various kinds of disabilities. People with severe arthritis or carpal tunnel syndrome can use voice recognition systems to work with computers. Instant messaging software can allow staff members with hearing impairments to communicate easily with their peers. Because multimedia (processing images and sound) and telecommunications capabilities are standard equipment on current personal computers, they are versatile and powerful tools for overcoming a variety of disabilities.

Specialized Systems

Still, some applications require specialized systems, or at least custom integration of standard components. A good example is text reading software for the blind and visually impaired. There are at least two popular software systems that combine OCR with voice synthesis to provide on-demand reading of printed text. They are *Kurzweil 1000* from Lernout & Hauspie (http://www.lhsl.com) and *OPENBook* from Freedom Scientific (formerly Arkenstone: http://www.arkenstone.org). Both systems offer similar functionality at similar cost (about $995 for a single user license) and run on virtually the same hardware. However, they have different interface designs, incorporate different OCR and voice synthesis engines, and may perform differently in specific situations. I am more familiar with *Kurzweil 1000*, so the remainder of this discussion will focus on that product.

Kurzweil 1000 requires a 166 MHz or faster Pentium-based PC running Windows 95/98/NT equipped with a SoundBlaster-compatible sound card, a CD-ROM drive, and TWAIN-compatible flatbed color scanner. A minimum installation takes about 80 MB of storage, although a full installation takes up quite a bit more space. The program is easy to use on a rudimentary level, but has enough complexity that it can take some time to become a real expert. The on-screen interface follows standard Windows conventions, which makes it easier for sighted people to assist visually impaired users. Unfortunately, it is completely different from the keyboard-controlled interface that is available for the primary users, which makes it likely that sighted assistants may confuse those they are assisting.

The user places the text to be read on the scanner and initiates the scan. The system will recognize the orientation of the text and automatically adjust. For standard printed text, the scan takes only a few seconds. The system voice gives progress reports

aloud about every 10-15 seconds. Once the page is scanned and recognized, the system immediately begins to read the text aloud. The system supports several choices of synthesized voice and allows different voice choices for system messages and text reading. The latest version also includes one sampled voice with others available as options. Reading speed and volume are easy to adjust, and it is quite simple to pause, back up, or skip ahead. *Kurzweil 1000* can also read several Western languages, including German, French, and Spanish.

Kurzweil 1000 handles multicolumn formats and tabular formats well. It is less successful at distinguishing between text blocks that are identified by typography. For example, it often treats an excursus or footnote as if it were continuous with the text above it. The recognition engine can also be confused by breaks in the text for non-textual illustrations. In scanning a column of the *New Catholic Encyclopedia* that included an inline portrait, the recognition software jumped to the beginning of the next column rather than continuing after the portrait. The only way I found to overcome this problem was to do some photocopying and then cutting and pasting the text to be continuous.

You will also encounter all the usual problems involved in scanning or photocopying bound texts. As long as the page can be held flat on the scanner glass, the recognition works well. It has difficulty recognizing characters in the gutters of thick books. The error rate for recognition also goes up as the quality of the text diminishes, so that multi-generation photocopies, fabric-ribbon typescripts, and faxes are not rendered as accurately as printed text.

Overall, the system is quick and reliable, and is well suited to on-demand rendering of text for visually impaired patrons. Because it will also read any text-based computer file, it provides a valuable and flexible alternative for recording texts for readers who need them. Sighted assistants may pre-scan and correct required texts and visually impaired students can then read them using the *Kurzweil 1000* software. Since *Kurzweil 1000* has note-taking and cut-and-paste editing capabilities as well fine controls for advancing and backing up, the end result is a superior though less portable tool for study than straight audio recordings.

Not Just for Physical Disabilities

Both Lernout & Hauspie and Freedom Technology also produce software, named *Kurzweil 3000* and *WYNN* respectively, designed to assist people with some learning disabilities including dyslexia and Attention Deficit Disorder (ADD). This software is also uses OCR and incorporates a variety of techniques to facilitate comprehension, including reading the text aloud, using color to highlight text, and moving cursors that pace the reading and order of the text for the reader. The learning disabilities software seems more complicated to set up than the *Kurzweil 1000* because virtually every feature can be customized to fit the needs of the individual.

More Information

Naturally, there is a wealth of information about assistive, adaptive and access technology on the Web. Here are some starting places:

ATA: Alliance for Technology Access
    http://www.ataccess.org/
CAST: Center for Applied Special Technology
    http://www.cast.org/
CITA: Center for IT Accommodation
    http://www.itpolicy.gsa.gov/cita/index.htm
EASI: Equal Access to Software and Information
    http://www.rit.edu/~easi/
NCIP: National Center to Improve Practice
    http://www2.edc.org/NCIP/ 📖

Duane Harbin
Bridwell Library
Perkins School of Theology, SMU

The ATLA Business Plan

The ATLA Business Plan
(First in a five-part series)
by
Dennis A. Norlin

I've now served as the American Theological Library Association's Executive Director for more than four years. In June I shared with the Board of Directors a business plan that summarized the business decisions that we've made in the past and outlined our plans for the future. The report had five sections:

1. Introduction: A Change in Perspective
2. Brief Summary of ATLA's Business History
3. Principles and Decisions Made During my Tenure
4. Current Market Factors
5. Strategies for the Future

The Board unanimously recommended that I share with all of you a summary of that business plan. I would like to begin in this Newsletter by describing the change in perspective I had to adopt as I moved from being a library director and faculty member to becoming the executive director of our association. In the next four newsletters I will share sections 2-5 of this report.

ATLA is an extremely complex, diverse, and productive association. I hope that these reports help you to better understand the view from the business side of things.

Introduction: A Change in Perspective

I came to ATLA from a position as a library director and a past that included more than 20 years as a professor, administrator, and librarian in academic settings, settings similar to the work environment of most ATLA members. As ATLA's Executive Director I've been able to build on those experiences at the same time that I've had to gain a new perspective to manage the business side of the Association.

There are a number of important values and skills I developed in my academic administrative work including:

- **Planning.** Usually in February of each academic year I would have to prepare budget requests to forward to the academic dean. To do that well meant anticipating departmental or library needs several years ahead.
- **Stewardship.** We always had to make the most of what we had with limited resources available.
- **Monitoring.** We had to watch carefully during the fiscal year to make sure we stayed within budget, and we tried to eliminate any unanticipated expenses.
- **Accountability.** As a department head and later as a library director I reported to the academic dean who, in turn, reported upwards in a long hierarchical chain.

These values and skills are very important for ATLA as well, but there is another set of concerns, values, and skills required to run the business side of our Association:

- **Revenue Projection.** The only revenue ATLA receives is the revenue it earns from its activities and products. Since member dues account for less than 5% of our budget we have had to learn to project accurately the amount of revenue we anticipate in order to develop a realistic and achievable budget. Successful projections demand ongoing evaluation of product trends and achievable goals. We have been successful for five straight years.
- **Sales and Marketing.** Forced to lay off 75% of the sales and marketing team in 1996, we had to devise new ways and strategies to strengthen our customer base. We needed to understand two different markets: academic libraries and theological and religious scholarship. We needed to anticipate trends (the rapid migration from print to CD-ROM to online, for example). Our five-year sales and marketing accomplishments point to significant success each year.
- **Production Schedule and Focus.** In the academic environment most activities develop around the academic calendar. In a production environment everything revolves around the fiscal year, the promised delivery dates, and the

ability to make and meet the schedule with regularity and dependability.

- **Competitive Environment.** In the academic environment we work primarily in a cooperative and collaborative setting, even though there is some institutional competitiveness for students, endowment funds, grants, etc. In both the index and microform environment there is a fiercely competitive atmosphere among vendors seeking to monopolize the market and to generate customer loyalty.

- **Staff.** In an academic setting staff issues revolve around professional development, faculty status, tenure, and salary and benefits. In a production setting the focus is on deadlines, quality assurance, technological expertise, and research and development.

- **Pricing.** As a library director I did my best to get information for my students and faculty at the lowest possible cost. In a production setting one must know the market, assess the actual costs of production and factor in overhead, including research and development.

- **Research and Development.** As a library director I read reports about new products and services and made decisions about what we wanted to purchase or lease. In a production environment I have to follow market trends, new developments in technology, oversee both the research process and the development of new products, and create products that will be both useful and successful.

I find, after four years, that I have not lost the viewpoint I had as a library director, but I've had to exert terrific effort and energy to grasp all of these issues from the perspective required as Executive Director for the Association. It is my hope that this report will help you, as Association members, to appreciate the expanded perspective needed to oversee the Association's considerable business concerns. 📖

Dennis A. Norlin
ATLA Executive Director

ATLA Calendar

November 12–16	ASIS Conference in Chicago (Luedtke, Treesh)
November 14–17	ETS (Evangelical Theological Society) in Nashville, TN (Ben-Avraham, De Catur, Slagle)
November 15–17	Bicentennial Conference on Bibliographic Control for the New Millenium at the Library of Congress, Washington, D.C. (Campbell)
November 16–17	ACM Conference on Universal Usability, Arlington, VA (Luedtke)
November 17–21	AAR/SBL (American Academy of Religion/Society of Biblical Literature) in Nashville, TN (Adair, Ben-Avraham, Campbell, De Catur, Frantz, Gamadia, Handy, Jones, Kelm, Luedtke, Norlin, Slagle, Whittlesey)
November 21–24	SIM Training, Melbourne, Australia (Finney)
November 23–24	ATLA Offices closed for holiday
November 27–30	SIM Training, Washington, D.C. (Wagner)
November 28	Meeting at Luce Foundation, New York (Norlin)
December 15	ATLA Staff Party
December 22–25	ATLA Offices closed for holiday
January 1	ATLA Offices closed for holiday
January 11–16	ALA Midwinter Meeting, Washington, D.C. (Knop, Norlin, Whittlesey)
January 15	ATLA Offices closed for holiday
January 17–19	ATLA Midwinter Board Meeting, Chicago
February 9–11	Midwest Regional Meeting of ASOR/ORS/SBL (American Society of Oriental Research/American Oriental Society/Society of Biblical Literature) in Notre Dame, IN (De Catur, Handy to read paper titled "The Rise and Fall of the Sogenant Josianic Empire.")
February 25	Chicago Society of Biblical Research (Handy)
March 8	NYATLA Meeting (Norlin) 📖

How to Subscribe to ATLANTIS

Many readers of the ATLA Newsletter are subscribers to ATLANTIS, a discussion list for theological librarians, but many are not. ATLANTIS primarily serves librarians and friends who are members of the American Theological Library Association. It is not, however, an official agency of ATLA, and the principal relationship among the subscribers is a commitment to an open discussion of issues relevant to theological librarians generally.

The list is unmoderated, but subscription is by request only to the list administrator. If you believe that you would like to become a participant in ATLANTIS discussions, send an email message to Karen L. Whittlesey, list administrator, at kwhittle@atla.com, indicating your interest and noting your expectations as both a contributor and a reader to this list.

From the Executive Director

When I left for the meetings of the European Theological Library Association (BETH) and the Association of British Theological and Philosophical Libraries (ABTAPL) in York, England, I had devoted considerable effort to selecting a book to read during the three weeks that I'd be in England. I'd had several conversations with Joe Coalter about the importance of religious reading, and I'd been impressed by his discussion of the topic at the Annual Conference. I decided that I would choose one book to take with me and would read it intensely and with care. I went through our home for several evenings looking at all kinds of things—Whitehead's *Process and Reality* from my dissertation days; Luther's commentary on Romans from my seminary days; Sidney Ahlstrom's *Religion in America,* and many others. Soon I had large piles of books lying around the house, but I could not find what it was that I wanted to study intently during our time in England.

Finally I decided that I would find something there to read. When we visited Rievaulx Abbey our third day there, I thought that it would be a good thing to read Aelred's *Dialogue on the Soul* (Aelred was the third and most important superior of this famous Cistercian abbey). It was interesting but dry and didn't hold my interest. In the notes, however, it referred to the Venerable Bede's *Ecclesiastical History of the English* People, a book that I'd read long ago in graduate school and had thrown in my bag at the last second. I started to re-read Bede, and I'm still at it. It's a remarkable book, and York was a remarkable place to read it.

Written in 731, Bede's volume documents the history of the Church in England from the time of the Roman departure (432 AD) to his own day. In his book Bede referred to two monasteries that survived in his day—Whitby and Lastingham, both within easy reach of the little village where we were staying. We were, in fact, able to walk to Lastingam and to enter the crypt constructed in 1040 to commemorate the abbey founded in 646 AD. To see and to touch and to experience the same places described so vividly in this book written 1300 years ago was really an overwhelming experience.

That wasn't all, however. I discovered the objective historian in Bede, someone who labored to discover historical sources for his work and to preserve this history for future generations. He procured letters from the Vatican library; he interviewed survivors of battles, disputes, and agreements. I think Bede could have been the first theological librarian, doing what we do—providing access to religious resources and preserving it for future generations.

Most remarkable of all, however, was his ability to distance himself from his own bias and point of view. He found himself in strong disagreement over the date of Easter with Bishop Aidan. Nonetheless he described Aidan in very positive terms:

> I have dealt at length with the character and life of Aidan, although one cannot commend or approve his inadequate knowledge of the proper observance of Easter; indeed, as I have made clear in my book on the seasons, I strongly disapprove of these practices. None the less, as a truthful historian, I have given an accurate account of his life, commending all that was excellent and preserving his memory for the benefit of my readers. He cultivated peace and love, purity and humility; he was above anger and greed, and despised pride and conceit; he set himself to keep as well as to teach the laws of God . . . .[1]

This is to me a stunning passage. Here is someone in what we have been taught to call the "Dark Ages" describing in the most enlightened manner someone with whom he had serious disagreement. Here is a religious lesson for our time when so many religious differences result in enmity and even warfare.

I am grateful for Joe Coalter's discussion of religious reading. It caused me to search for a book, to get inside it, and to allow it to affect me. I still have the Bede with me, and I'm still soaking him up. I hope that you, too, will have the opportunity to be amazed and surprised and moved by something you are reading. 📖

Dennis A. Norlin
ATLA Executive Director

[1]Book III, Chapter 17.

News from ATLA Staff

President Bill Hook cuts the ribbon as Executive Director Dennis Norlin looks on during opening ceremonies at ATLA's Open House on November 3, 2000

ATLA Open House

On Friday, November 3, 2000, from 2:00 PM to 4:00 PM, ATLA officially opened its new headquarters with a ribbon cutting ceremony and reception attended by ATLA members, friends, staff, and former employees

Program

Dennis A. Norlin
Executive Director
ATLA

Leonard Lickerman
Realtor
Lickerman Realty

Robert Isaac
Architect
Isaac & May, Inc.

Jim Diorio
Project Manager
Leopardo Companies, Inc.

Yehoshua Ben-Avraham
Coordinator of Special Projects
ATLA

William Hook
Vanderbilt University
ATLA President

~

ATLA Special Committee of the Association for International Collaboration

The new ATLA Special Committee of the Association for International Collaboration will meet for the first time on November 18 at the AAR/SBL Annual Meeting in Nashville. This new committee has four responsibilities:

1. to coordinate the Association's activities regarding international theological librarianship
2. to support the efforts of individual libraries and

librarians to participate in international theological librarianship activities,

3. to serve in a liaison capacity with international theological library associations, including but not limited to BETH (Europe), LATIN (Central and South America), and ANZTLA (Australia and New Zealand)

4. to plan ATLA conference activities related to international theological librarianship.

Charles Willard chairs the committee. Members include Sara Myers (ATLA Board liaison), Melody Mazuk, Eileen Crawford, and Barbara Terry. 📖

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Weddings

Two ATLA staff members were married recently. John Wagner, ATLA CERTR Systems Administrator in Atlanta, and Lorie Wolfe were married on Stone Mountain in Georgia. Amber Creger, ATLA Preservation Associate, married John Benigno in Chicago. Our congratulations to the newlyweds. 📖

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AAR/SBL Plans

ATLA will have a major presence at the AAR/SBL (American Academy of Religion/Society of Biblical Literature) meeting in Nashville November 17–21. ATLA members of the ATS/ATLA Digital Standards and Projects Committee—Martha Smalley, Duane Harbin, Judy Knop, Mary Martin (representing ATS) and Charles Willard (representing ATS)—will meet to continue their discussions about a variety of issues and digital projects. Members of the ATS/ATLA Joint Committee will meet (Joe Coalter, Sara Myers, Paul Stuehrenberg) with their ATS counterparts. ATLA staff and member volunteers will staff a major exhibit booth, and AAR/SBL members will be invited to two one-hour demonstrations of the ATLAS project on Saturday, November 18. 📖

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Endowment Fund Appeal

November is ATLA Endowment Fund appeal month. All ATLA members are asked to support the Endowment Fund this year so that we can continue our support for programs of importance to the Association. Last year was the first year that we reached a level of giving that allowed us to utilize a portion of the earnings from the fund to promote three causes: 1) grant support for student members to attend the Annual Conference 2) scholarship funds for minority library science students interested in theological librarianship, and 3) promoting theological librarianship as a profession at conferences and meetings.

Our efforts produced significant results. Student membership in the Association increased 25% during the fiscal year (September 1, 1999–August 31, 2000), indicating an increased interest in theological librarianship as a profession and in ATLA as a professional association.

If every ATLA member sent an Endowment contribution of $10 or more, we would be able to significantly increase our support for these worthwhile activities. Since ATLA is a 501C Not-for-profit association, each contribution is entirely tax-deductible.

We thank the following ATLA members for their contributions in September and October:

Cheryl L. Adams
Jack W. Ammerman
Mary R. Bischoff
Michael Bramah
Joe Coalter
Linda Corman
Carol P. Cummins
Chester B. Ellyson
D. William Faupel
Shieu-yu Hwang
Seth Kasten
Richard A. Lammert
Betty A. & Elmer O'Brien
Stephen P. Pentek
Leonard J. Richards
Grace Roman
Alice I. Runis
Eric R. W. Schultz
Susan E. Sponberg

Paul F. Stuehrenberg
Margaret Tarpley
Sharon Taylor
Mariel Deluca Voth

If you do not receive a letter, please contact Pradeep Gamadia, Director of Financial Services, at ATLA. 📖

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ATLA Religion Database Online

Subscription levels remain high and growing for online versions of the *ATLA Religion Database* provided by OCLC's FirstSearch and SilverPlatter. EBSCO, the latest interface available, has brought in many new subscriptions during the third quarter of the year. While there was some migration, the great majority of EBSCO subscribers have been new to ATLA. OVID, which has always been strong in medical and technological fields, has, nonetheless, maintained its level of subscriptions during the first three quarters of 2000. Early in 2001, potential subscribers can look forward to the entry of Cambridge Scientific Abstracts as another source for *ATLA Religion Database* online. That will make five separate vendors providing access by the third anniversary of the debut, in March 1998, of the Database online. Quite a success story to date! 📖

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Research in Ministry (RIM®)

Research in Ministry (RIM®) is moving to an all-electronic format for 2001 and will be available at no charge on the ATLA web site. Multiple search fields will access nearly 500 submissions a year representing the most current project reports and theses from approximately 50 Doctor of Ministry programs accredited by the Association of Theological Schools in the United States and Canada (ATS). Bibliographic access will be available by author, title, institution, and subject headings. The database will also include abstracts. Updates will appear quarterly.

In the meantime a list of submissions has been mounted on the ATLA web site beginning with those received to date for the year 2000. This list is alphabetical by author and will be updated quarterly. A similar list for 1999 will be added soon as well. The url is www.atla.com/products/rim/rimonline.htm.

Inquiries and requests for loans or photocopies of any of the documents should be directed to the degree-granting institution. Contact information for these institutions may be found on the web site of the Association of Theological Schools in the United States and Canada (www.ats.edu). Other questions about RIM Online® should be addressed to the editor at: RIM@atla.com. 📖

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ATLAS Update

When ATLA received a grant from the Lilly Foundation to digitize religion and theology journals, we set a goal of enlisting the participation of 50 journals by the end of calendar year 2000. In October, we signed our 50th and 51st journals, thus exceeding our target. We are currently in conversation with other journals as well, and we expect many of them to agree to participate in ATLAS in the coming months. We have received copies of journals from most of the participating publishers, and the others have agreed to send us content by the end of December. Journals that have not been digitized by January will be added as they become available, and subscribers will be able to see the new journals that we've added on a monthly basis.

A list of current ATLAS journals is available online at http://purl.org/CERTR/ATLAS/journals.html, and it is updated as new journals join the project. Participating journals fall into the following categories:

Biblical, Archaeology, and Antiquities (12 journals)
Theology, Philosophy, and Ethics (7 journals)
History of Religions (6 journals)
Pastoral Ministry (10 journals)
Church History, Missions, and Ecumenism (9 journals)
Human Culture and Society (4 journals)
General (3 journals)

In January 2001 we will launch Phase 1 of AT-LAS, which will allow subscribers to view images of pages, browse journals, and search a variety of fields. In Phase 2, scheduled for release in January 2002, users will be able read and search the full text of the ATLAS journals. 📖

James Adair
Director, ATLA CERTR

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From the *Newsletter* Editor

ATLA has undergone many changes since its beginning in 1946. Having worked at ATLA for nearly ten years—first as an Editorial Assistant for *IBRR*, then as *IBRR Editor*, and now as the Editor of Member Publications—I have witnessed nearly one-fifth of these changes. My current position as Edi-

tor of Member Publications was created to help improve our focus on you, the ATLA membership, by upgrading publications such as the *ATLA Newsletter* and the *Summary of Proceedings* and through the addition of publications such as the *Annual Report.* It is important to us that we, the ATLA staff, are serving your needs in all that we do. And so, when it comes to the member publications, I would like to hear from you. Is there an issue you would like to see covered or a story you would like to write? What are we doing well? How can we improve? Whether you have a suggestion, concern, or idea, I invite you to contact me by regular mail, e-mail (mcollins@atla.com), or by telephone (888-665-2852). I will do my best to incorporate your responses into my work. 📖

Margret Tacke Collins
Editor of Member Publications

Did you know?

- That your gifts to the NSLS ATLA Endowment Fund are completely tax deductible?

- That a portion of the interest earned from your gifts is being used to promote theological librarianship and to recruit under-represented minorities to the profession?

- That ten theological librarians were able to attend the 2000 ATLA Conference with grants provided by proceedings from the ATLA Endowment Fund?

Here is a brief excerpt from a thank-you letter received following the conference:

> *Thank you to you and to the membership of the ATLA for the generous gift which enabled me to attend the Annual Conference in Berkeley this year . . . . As an M.Div. student who already has an MLS, I was interested in learning how my call to the ministry could possibly be related to the library work that I enjoy so much. I was heartened to realize that many librarians in the membership of the ATLA do see their work as ministry . . . . I very much look forward to next year's conference. I feel I have already made so many friends. Thank you again.*

Your gift to the ATLA Endowment Fund strengthens our Association and our profession as theological librarians. Please send your contribution to:

NSLF ATLA Endowment Fund
200 West Dundee
Wheeling, Illinois 60090

ATLA Welcomes New Members

(new members since 8/1/00 unless otherwise noted)

Individuals

Dr. Patricia Lyons Basu
St. John's Seminary
Camarillo, CA

Mr. Kraig W. Blair
Jeffersonville, IN

Ms. Joan Blocher
Chicago Theological Seminary
Chicago, IL

Mr. Wade M. Borcherds
Parkland, FL

Mr. Wesley R. Catlin
Carmichael, CA (joined 6/19)

Mrs. Judy Clarence
California State University
Hayward, CA

Ms. Betty H. Clements
Claremont School of Theology
Claremont, CA

Ms. Linda Divan
Cedarville College Library
Cedarville, OH

Mr. Marshall Eidson
Denver, CO

Ms. Leslie Engelson
Northwest College
Kirkland, WA

Mr. Don Essex
College Park, MD

Br. Benet Exton, O.S.B.
St. Gregorys Abbey Library
Shawnee, OK

Mr. Hal Haller
Luther Rice Seminary
Lithonia, GA

Mrs. Ellen Hinkston
Mason, MI

Mr. Barry C. Hopkins
Jesuit-Krauss-McCormick Library
Chicago, IL

Mr. Randall B. Kemp
Denver, CO

Mrs. Rebecca Knight
Southeastern Bible College
Birmingham, AL

Ms. Linda Lambert
Seattle Pacific University
Weter Library
Seattle, WA

Ms. April Lindsey
Ashboro, NC

Mr. James R. Lynch
Newton, KS

Ms. Celeste Moore
Syrcuse, NY

Ms. Susan Moore
Centerville, MA

Ms. Beatrice F. Nichols
McFarland Institute
New Orleans, LA

Ms. Lila Parrish
Austin Presbyterian Theological Seminary
Stitt Library
Austin, TX

Miss Deborah Powell
St. Louis Christian College
Florissant, MO

Ms. Anne F. Rasmussen
University of St. Mary of the Lake
Mundelein, IL

Ms. Grace Roman
Spring Lake, NC

Dr. Beth M. Sheppard
Winfield, KS

Mr. Mark Sigmon
Institute of Theological Studies
Grand Rapids, MI

Mr. James R. Skypeck
West Roxbury, MA (joined 7/17)

Ms. Suzanne A. Smailes
Wittenberg University
Thomas Library
Springfield, OH

Miss Rebecca Spargo
New Enterprise, PA

Ms. Christine Taylor
Archdiocese of Seattle
Seattle, WA

Ms. Luba Zakharov
St. Meinrad School of Theology
Archabbey Library
St. Meinrad, IN

Students

Miss Shannon Kristina Barnes
Bradenton, FL

Ms. Rachel Berendzen
Clearwater, FL

Miss Donna R. Campbell
Bloomington, IN

Ms. Kris Einstein
Alpharetta, GA (joined 7/26)

Ms. Linda Flynn
Florissant, MO

Ms. Joanna Fuller
Newton, MA

Mr. John Leonetti
Westbury CT

Rev. Ed Poston
Knoxville, TN

Ms. Elizabeth Vest
Lexington, KY (joined 6/16)

Institutions

Campbell University
Buies Creek, NC

Concordia University
Irvine, CA

Ecumenical Institute
Celigny, Switzerland

Immaculate Conception Seminary Library
South Orange, NJ (joined 7/6)

National Humanities Center
Research Triangle Park, NC

Northeastern Seminary/Roberts Wesleyan College
Ora Sprague Library, Rochester, NY

Affiliate Member

Salvation Army
Crestwood College Library
Rancho Palos Verdes, CA

Positions Open

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Acquisitions Librarian
Episcopal Theological Seminary of the Southwest
Booher Library

Summary: Provides professional and supervisory skills related to the operation of the Acquisition area of the Seminary's library. Applies professional knowledge of principles and procedures for the acquisition of monographs and serials as well as related bookkeeping tasks and other duties as may be assigned.

Duties: Duties include but are not limited to the following: directly responsible for supervision and coordination of bibliographic verification, ordering, related bookkeeping, records maintenance, and receipt of monographic and serial resources including subscriptions, standing orders, and back volume orders. Seeks improved methods of handling workflow. Formulates and recommends policies and procedures. Works with staff on gifts. Participates in planning and implementation of automated systems. Assists in interviewing and hiring of staff. Supervises, trains and evaluates staff. Reports to the Head of Technical Services.

Educational and Experience Qualifications: Required: Master's of Library Science from a graduate school accredited by the American Library Association; ability to work and communicate well with others. Use of computer, typewriter, and calculator.

How to Apply: Contact or submit Resume to Bill Mears, Episcopal Theological Seminary, P.O. Box 2247, Austin, TX 78768. Tel: (512) 478-5212; Fax: (512) 472-4620; E-mail: bmears@etss.edu.

Salary: Commensurate with qualifications

Work Environment: The Episcopal Theological Seminary of the Southwest, one of only two Episcopal Seminaries west of the Mississippi, is located in central Austin. The Patricia M. and Harold H. Booher Library, containing the collections of the Episcopal Seminary and the Lutheran Seminary in the Southwest, serves a community of approximately 150 students, 16 faculty members and the church at large, concentrating on pastoral ministry but with special interest in Hispanic ministries and community outreach. 📖

Cataloging Librarian
Episcopal Theological Seminary of the Southwest
Booher Library

Job description: Administers and maintains automated library systems (Horizon, OCLC, etc.). Maintains accuracy of electronic catalog records by cataloging, classifying, and supervising the processing of all materials. Maintains statistics associated with technical services responsibilities. Instructs students on use of information resources. For the technical services area, collaborates with Public Services Librarian in hiring, training and supervising paraprofessional and student employees. Performs other duties as required.

Qualifications: Must hold a Masters in Library Science or a Masters in Information Science from an ALA-accredited school.

Desirable but not required: Experience in descriptive and subject cataloging, LC classification, AACR2, MARC formats, and integrated online systems. Experience in performing original cataloging and management of automated authority systems, especially Horizon software and OCLC. Preference will be given to candidates with experience in supervision in library environments, implementing integrated systems and managing automated authority systems. Familiarity with theological resources. Knowledge of Spanish, Greek and/or Hebrew.

Compensations: Full-time position available immediately. Starting salary competitive and commensurate with academic credentials and experience. Excellent benefits including medical, life, and disability insurance, retirement, vacations, paid holidays and sick leave.

Institution: The Episcopal Theological Seminary of the Southwest, one of only two Episcopal seminaries west of the Mississippi, nestles in the central Texas hill country near a series of five large artificial lakes fed by the Colorado River. The Patricia M. and Harold H. Booher Library serves a community of 150 students, primarily from Episcopal and Lutheran programs, 16 faculty members and the church at large, concentrating on pastoral ministry

but with special interest in Hispanic ministries and community outreach.

Deadline for Application: Review of applicants continues until position is filled.

Application Requirements: Current resume, cover letter.

Non-discrimination: ETSS is an Affirmative Action/Equal Opportunity Employer. Minority applications are encouraged.

Dr. Bill Mears, Interim Director Booher Library, Episcopal Theological Seminary of the Southwest P.O. Box 2247, Austin, TX 78768; Tel: (512) 478-5212; Fax: (512) 472-4620; E-mail: bmears@etss.edu 📖

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Cataloging Librarian
North American Baptist Seminary Library

Position: Cataloging Librarian
Location: Sioux Falls, SD
Salary: $20,000–$24,000 depending on experience
Closing: Until filled

Professional Librarian: FT catalog position. Experience in SDLN and OCLC preferred. Masters of Library Science degree required. Send resume to: North American Baptist Seminary, Attn: Paul Roberts, 1525 S. Grange, Sioux Falls, SD 57105. Tel. (605) 336-6588. 📖

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Director of the Library
Westminster Theological Seminary, Philadelphia

Westminster Theological Seminary invites applications for the position of Director of the Library, effective July 1, 2001. The Montgomery Library contains over 100,000 volumes and an extensive periodical collection. It has particular strengths in Reformed Theology and in biblical interpretation and exegesis. The Director of the Library oversees all aspects of the library's services which includes supervision of the library staff, instruction of a doc-

toral-level course in theological bibliography, facilitation of collection development, preparation and management of the library's budget, and oversight of computerized library services. Applicants should possess graduate degrees in both Library Science and Theology. All qualified applicants are urged to apply. The Director of the Library, as a voting member of the faculty, is required to subscribe to the Westminster Confession of Faith. Applicants should send a copy of their curriculum vitae including the names of references to: Rev. J. Stafford Carson, Vice President for Academic Affairs, P.O. Box 27009, Philadelphia, PA 19118, by December 31, 2000. 📖

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Library Director
Saint Mary's Seminary and University

Saint Mary's Seminary and University, Baltimore, Md., invites applications and nominations for the position of library director for the Knott Library and its 122,000-unit collection, effective immediately. Qualifications include: M.L.S. from an A.L.A.-accredited program and M.A. in theology (doctorate preferred); five years of relevant experience; proven administrative and communications skills in a collegial environment; knowledge of library electronic resources and technology; ability to supervise staff and work with administration, faculty and students; aptitude for library planning and budgeting. Familiarity with the Roman Catholic tradition is desirable. Current challenges and opportunities include: integration of a major library building expansion, including increased collection capacity, special collections, a major historical archival deposit, and instructional spaces; collection development; professional and support staff selection; development of programs to serve needs of faculty and students; and library advancement efforts. The library director has faculty status and a full benefits package. A competitive salary is commensurate with experience and qualifications.

Saint Mary's is the oldest Roman Catholic Seminary in the United States (1791). It enrolls some 90 resident candidates for the priesthood pursuing civil and ecclesiastical degrees and, in its Ecumenical Institute of Theology, more than 200 part-time com-

muting students of various religious denominations. The library also supports Saint Mary's Center for Continuing Formation and its programs for clergy and other church professionals. Nominations or applications, to include curriculum vitae and the names of three references, should be sent by mail or fax to Rev. Timothy Kulbicki, O.F.M. Conv., Dean, School of Theology, Saint Mary's Seminary and University, 5400 Roland Avenue, Baltimore, MD. 21210 (fax: 410-433-1384). Applications will be received and considered until the position is filled. 📖

Copy Deadlines for *ATLA Newsletter*

Vol. 48, No. 2—February issue
January 1, 2001

Vol. 48, No. 3—May issue
April 1, 2001

Vol. 48, No. 4—August issue
July 1, 2001

Vol. 49, No. 1—November issue
October 1, 2001

Contact:
newsletter@atla.com

CHANGES:

If you have moved, changed jobs, have a new e-mail service provider, or anything else that affects your contact information, please notify Carol Jones (cjones@atla.com or 888-665-2852) so that your membership record may be updated.

American Theological Library Association
250 South Wacker Drive, Suite 1600
Chicago, Illinois 60606