

title throughout the collection. Therefore, if titles with high demand are to be available, the library must either provide additional copies or insure that the single copy is not kept out by one borrower for an extended time, thus denying access to other borrowers. Buckland proposes a variable loan policy with short loans for popular titles and longer loans for less used materials. Librarians who still have doubts about their ability to secure quicker book returns by simply reducing the official loan period may opt for more duplicates. The important point is recognition of the interrelations among these factors and their impact upon library service.

The experience at Lancaster demonstrates that when the library begins to supply what is wanted when it is wanted (greater immediate availability), not only will user frustration decline and user satisfaction increase, but total use of the library will be stimulated as well. Per capita circulation at Lancaster increased by more than 100 percent in the first year and appears to be enjoying more modest but continued growth through the present.

The format of the book suggests the hope that it be adopted as a required text in library schools—a hope that practicing librarians with a service orientation will probably share. Some may object to the highly structured textbook approach, complete with outlines and summaries for each chapter, but most will approve of the placement of much of the theoretical background and mathematics in separate appendixes. The bibliography also appended is excellent. Unless professional education is even more irrelevant than we think, Buckland's book will probably see widespread use. So be prepared for young librarians who not only take the rhetoric of service seriously, but have the desire and the knowledge to begin transforming rhetoric into reality.—*Robert L. Burr, Director of Circulation, Earl Gregg Swem Library, College of William & Mary, Williamsburg, Virginia.*

Josey, E. J., ed. *New Dimensions for Academic Library Service*. Metuchen, N.J.: Scarecrow, 1975. 349p. \$12.50. (LC 74-30062) (ISBN 0-8108-0786-6)

In his introduction E. J. Josey explains how recent trends have changed the aca-

demical library; so he sought competent persons to write these twenty-five original essays entitled *New Dimensions for Academic Library Service*. Because academic librarians strive to play a more influential role on curriculum committees or academic senates, this series of essays focuses on the initiative of librarians, information scientists, and educators. Four main ideas are featured in the book: (1) the library as a vital component of higher education; (2) new approaches in solving academic library problems; (3) unscrambling academic library issues; and (4) patterns of library information systems, networks, and consortia providing information and library services to academic library users.

The reader learns that many active librarians are interested in where academic education is heading and on whom it is centered. Several librarians have exerted themselves to solve the problems that face academe. A theme that threads itself throughout the essays is change. Change has occurred because of the need to give better service and to address that service to the cynosure of education, the student or user, not the classroom or the teacher.

Part One states that despite the financial bind higher education finds itself in today, academic library programs are examining themselves and changing to more qualitative service, to a concept that will break down barriers between student/teacher, librarian/faculty, and other arbitrary compartmentalizations. The use of newer media especially in community colleges augurs well for the future, as well as the trend toward separate undergraduate libraries in large universities.

The problems tackled in Part Two indicate activities should be oriented toward the library users, what they need, for instance, using computer applications when available, especially looking to the future; also, intimate collecting and sharing arrangements, if only at the regional level. In facing up to the change in today's education, librarians must discover users' needs, even though their involvement in student and faculty activities may result. Besides such involvement at the local level, interest must exist in national concerns such as subject headings for the people, or financial problems affecting black college libraries.

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

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

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

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

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

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

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

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

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

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

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