

CONSULTING TO RURAL PUBLIC LIBRARIES:
A SURVEY OF STATE LIBRARY AGENCIES

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"The state library agency shall make provision for consultants sufficient in number and ability to stimulate all libraries to develop their full potential."¹ This broad statement is one of the standards for state library agencies (SLAs) as developed by the American Library Association (ALA). While these standards charge SLAs to make provisions for consultants, they do not dictate how this service is to be provided. This allows SLAs much leeway in organizing their consultant staffs. Further, the literature on the subject is limited and does not provide information on how consultants work with various sizes and types of libraries.

The Center for the Study of Rural Librarianship was particularly interested in the relationship between SLA consultants and rural public libraries. Based upon personal knowledge, the Center was aware of one SLA with a consultant who specialized in rural library development. In searching the literature it could not be ascertained if this was a unique position or one of many throughout the nation. This study was developed to determine if SLAs had "rural specialists" and to explore the relationship between the existence of a rural specialist and other SLA consultant activity. In addition, during the course of the study, general information on the activities of SLA consultants would also be gathered.

HISTORY OF CONSULTANT ACTIVITY

In 1926, a study by the ALA Committee on Library Extension recommended that SLAs take the lead in library development.² This was followed in 1937 with the first function of a SLA listed as "the development of statewide public library service"³ by the ALA Library Extension Board. But not until the passage of the 1956 federal Library Services Act (LSA) did development and consultant functions become a major component of SLA activity.

LSA authorized appropriations of up to \$7.5 million annually to be used for the establishment or the improvement of public libraries in communities of 10,000 population or less. The SLAs were to administer the funds in a planned manner to be utilized for personnel, materials, communications, travel, and equipment. While LSA did not provide funds for the construction of library buildings, funds could be used for the rental of space.⁴ This legislation had a profound effect on the SLAs. Development offices were established or enlarged and consultants were hired. Because LSA mandated that funds had to be used in communities of under 10,000 population, consultant work was concentrated on the small/rural public library. This orientation was altered in 1964, however, when the first Library Services and Construction Act (LSCA) was signed into law by Congress.

LSCA differed from LSA in that population restrictions were removed and funds for construction were allowed. SLAs had to expand the scope of their development and consulting activities to include the large city libraries and move away

from "...the exclusive concentration on rural problems which had characterized many of them..."⁵

PAST RESEARCH ON THE ROLE OF THE SLA CONSULTANT

In 1965, Marie Ann Long, of the Library Research Center, University of Illinois, published the pioneer study on the activities and education of state library consultants, The State Library Consultant at Work. One of the conclusions of this study was that "...consultants are doing, not consulting."⁶ The study revealed that consultants were actually cataloging, weeding, and selecting books for the local library, and in fact, weeding was the kind of help consultants most often provided.⁷ The results of this study appear to reflect the role of SLA development offices prior to the passage of LSCA, when the concentration was on the small library and the SLA consultant provided professional expertise to these libraries, many with untrained staffs. Long's study recommended that SLAs should alter the emphasis of the consultant's work to advising and teaching, rather than actually doing.⁸

In 1967 a conference on the role of the SLA development consultant was held as a follow-up to Long's study. Participants urged that SLA consultants place an emphasis on "coordination, planning, and cooperation among all libraries..."⁹ The role of the SLA consultant was also discussed in relation to the increasing number of regional and system consultants.

There has been little research conducted about the SLA consultant today. In an examination of the literature, the

consultant's role now appears to be one of an advisor, planner, coordinator of cooperative efforts, and a facilitator.¹⁰

THIS STUDY

This project was initiated to determine if SLAs had consultants who specialized in rural public library development and if so, how that activity related to other SLA development functions. A survey to be sent to the 50 SLA development offices was designed. It was sent by name to the director of the development office, based on data in the American Library Directory.¹¹ If development personnel could not be determined from the listing, the survey was addressed to the "Library Development Director." A two part survey instrument was developed. Part I was a four page, 18 question form to be completed by the development office director. These questions were of a general nature and concerned the activity of all library consultants on the SLA staff, and general data on the development office. Part II of the survey was to be completed by a staff member who specialized in consulting to rural public libraries, if someone was designated as such. This section concentrated on the activities of the rural specialist.

The survey was mailed March 13, 1987 with a requested reply date of April 10, 1987. A follow-up letter was sent April 3, 1987. Twenty-three surveys were returned by April 10, 1987, with an additional 16 being returned by May 6, 1987.

Five broad inquires formed the basis for the individual survey questions:

1. ARE THERE SLA CONSULTANTS WHO SPECIALIZE IN CONSULTING TO RURAL PUBLIC LIBRARIES?
2. DO THE ACTIVITIES OF THESE RURAL SPECIALISTS DIFFER FROM THE ACTIVITIES OF THE REST OF THE CONSULTANT STAFF?
3. IS THERE A CORRELATION BETWEEN THE EXISTENCE OF A RURAL SPECIALIST AND THE NUMBER OF RURAL PUBLIC LIBRARIES IN A STATE?
4. IS THERE A CORRELATION BETWEEN THE EXISTENCE OF A RURAL SPECIALIST AND A HIGHER PERCENTAGE OF LSCA FUNDS GRANTED TO RURAL PUBLIC LIBRARIES?
5. IS THERE A CORRELATION BETWEEN THE EXISTENCE OF A RURAL SPECIALIST AND A STATE LIBRARY ASSOCIATION GROUP FOR RURAL PUBLIC LIBRARIES?

SURVEY RESULTS AND CONCLUSIONS

Each of the five broad inquires will be discussed individually, with general results and conclusions following. Complete results of the survey are contained in Appendices I and II.

1. ARE THERE SLA CONSULTANTS WHO SPECIALIZE IN CONSULTING TO RURAL PUBLIC LIBRARIES?

Eighteen percent (7) of the SLAs responding indicated that a member of the staff specialized in consulting to rural public libraries. In only three instances, however, is this specialization recognized by a job title or job description. The number of consultants varied from one FTE in each of four SLAs, 2.5 FTE in one SLA and three FTE in one. Those SLAs that provided information on when the position of rural specialist was created, indicated it was a fairly recent development. Two of the positions were created in the mid 1970's, while two others had been created since 1985.

Eleven of the respondents added comments indicating that consulting to individual public libraries was now a function of regional systems or districts rather than the SLA and consequently SLA consultants dealt more with these systems than with individual public libraries. Some SLAs indicated these intermediate agencies were a part of the SLA organization, while others indicated they were independent of the SLA. The existence of these middle level consultants would have an impact on the need for a rural specialist at the SLA.

2. DO THE ACTIVITIES OF THESE RURAL SPECIALISTS DIFFER FROM THE ACTIVITIES OF THE OVERALL CONSULTANT STAFF?

Rural specialists and general consultants use similar methods to consult with public libraries. Both use the telephone and correspondence as their most frequent method of consulting. Field visits to libraries are also a frequent occurrence for both groups, though only 57% (4) of the rural specialists indicated they did this "frequently", while 63% (24) of the general consultants indicated this was "frequently" a method of consulting. Working with those who actually visit the state library agency was predominantly indicated as an "occasional" occurrence, although 43% (3) of the rural specialists indicated this was a "seldom" event compared to 21% (8) of the general consultants. (See Table 1)

Table 1
How often staff consult with public libraries by the following methods

	FREQUENTLY	OCCASIONALLY	SELDOM	NEVER
	All consultants / Rural specialists			
1. Consulting by telephone	36/7	2/0	0/0	0/0
2. Consulting by Correspondence	27/6	10/1	0/0	0/0
3. Consulting with those who visit the state library agency	6/0	24/4	8/3	0/0
4. Consulting in the field (visits to libraries)	24/4	14/3	0/0	0/0

When asked how often they performed various activities, rural specialists and general consultants matched in frequency in 9 of the 16 activities listed (see Table 2). The two areas with the biggest differences were, consulting on LSCA projects and advising on automation. Seventy-six percent (29) of the general consultants indicated that LSCA consulting was a "frequent" activity compared to only 29% (2) of the rural specialists. Even combining the "frequent" and "occasional" responses did not significantly change the level of activity, as it increased the general consultants to 92% (35) but the rural specialists only to 71% (5).

Advising on automation projects was the other area with the greatest difference in level of activity. It was cited by 63% (24) of the general consultants as a "frequent" activity while only 29% (2) of the rural specialists indicated that this type of consulting was done "frequently".

Rural specialists were also developing and presenting continuing education programs less often than their generalist counterparts. Rural specialists however, were advising on the formation of new libraries, technical services, meeting with local governing authorities, and developing printed aids, more than general consultants.

An area that illustrates the change in the role of all SLA consultants since 1965 is that of actually weeding or selecting materials for individual libraries. The majority of both the generalists and rural specialists indicated that these activities were never performed. This reveals a complete turnaround from Long's 1965 study when weeding was found to be the predominant activity of an SLA consultant.

Table 2
Frequency of Activities
of all Consultants and Rural Specialists

	All Consultants	Rural Specialists
FREQUENTLY	Advising on legal issues Advising on buildings Advising on cooperative network development Advising on collection development Consulting on LSCA projects Advising on automation projects Developing/presenting continuing education programs	Advising on legal issues Advising on buildings Advising on cooperative network development Advising on collection development Advising on the formation of new libraries
FREQUENTLY/ OCCASION- ALLY	Advising on personnel issues Advising on reference services Advising on the formation of new libraries	Advising on personnel issues Advising on reference services Advising on technical services Meeting with local governing agencies Developing printed aids Developing/presenting continuing education programs
OCCASION- ALLY	Advising on Public Relations activities Meeting with local governing agencies Developing printed aids	Advising on Public Relations activities Advising on automation projects Consulting on LSCA projects
OCCASIONALLY/ SELDOM	Advising on technical services	
NEVER	Actually weeding individual library collections Actually selecting materials for individual libraries	Actually weeding individual library collections Actually selecting materials for individual libraries

3. IS THERE A CORRELATION BETWEEN THE EXISTENCE OF A RURAL SPECIALIST AND THE NUMBER OF RURAL PUBLIC LIBRARIES IN A STATE?

Looking at Table 3, one can see there is very little difference in the number of libraries in the various sized communities, between those SLAs with a rural specialist and those without such specialists. In fact, looking at the mean percentage, those SLAs without a rural specialist actually have more libraries in areas under 25,000 (84%) than those with a rural specialist (80%). However, the mean is rather misleading in this case as five of the seven SLAs with rural specialists indicated that 90% or more of their libraries were in areas of under 25,000 population. The other two SLAs indicated that 41% and 84% of their libraries were in areas of under 25,000.

Table 3
Number of Libraries in Each State

	Number of Libraries	
	Mean Percentage of all responses	Mean Percentage of those with a rural specialist
Population over 100,000	4%	3%
25,000 to 99,999	12%	17%
10,000 to 24,999	17%	24%
2,500 to 9,999	30%	33%
under 2,500	37%	23%

4. IS THERE A CORRELATION BETWEEN THE EXISTENCE OF A RURAL SPECIALIST AND A HIGHER PERCENTAGE OF LSCA FUNDS GRANTED TO RURAL PUBLIC LIBRARIES?

SLAs without rural specialists use significantly more of their LSCA funds for individual public library programs (40%) than those with rural specialists (21%). (see Table 4)

Because only four SLAs with rural specialists indicated how much of their LSCA money went to libraries in communities of less than 25,000, no definite conclusions can be made. However, those four did indicate that, 41% of the funds went to these smaller libraries compared with 24% for all the respondents.

Table 4
How LSCA Funds Were Distributed in 1986

	All SLAs responding	SLAs with rural specialists
For Individual Public Library programs	40%	21%
Used for State Wide Programs	35%	46%
Support of the State Library agency*	9%	5%
Support of the State Library*	14%	22%
Other	2%	2%
Total	100%	96% **
*Many SLAs combined these two items. The combined results are:	22%	24%
**Responses did not always total 100		

5. IS THERE A CORRELATION BETWEEN THE EXISTENCE OF A RURAL SPECIALIST AND A STATE LIBRARY ASSOCIATION COMMITTEE OR ROUNDTABLE FOR RURAL PUBLIC LIBRARIES?

Of all SLAs reporting, 17% (7) had a rural public library organization while 29% (2) of those with a rural specialist had such a group. The small number of rural library organizations makes it difficult to determine any correlation, although the two SLAs with rural specialists and organizations did have the smallest number of libraries in communities of under 25,000 (84% and 41% respectively). One would need to interview

these two SLAs to determine if the existence of the rural organization had any effect on the existence of the rural specialist.

All seven respondents indicated some participation in these groups (except one whose organization was no longer active). Two SLAs used LSCA funds to co-sponsor workshops, four indicated that the consultant staff are members, two participate in meetings and planning sessions, and one contributes to the group's newsletter.

GENERAL RESULTS AND CONCLUSIONS

Thirty-eight of the 39 SLAs responding indicated they provide consultant services to public libraries. The number of consultants (FTE) ranged from 1 to 18, with a mean of five.

Twenty-six percent (10) of all the SLAs responding indicated they have a definition for rural in regards to public libraries and in three of these it is a part of law or policy. These definitions varied from "population under 2000", "population under 25,000", to, "all libraries are considered rural". The mean was "population under 11,000". 50% (3) of the SLAs with rural specialists had a definition, but in only one case was this definition a part of law or policy.

Fifty-four percent (20) of the SLAs indicated they publish materials of interest to rural public libraries. These include training manuals, conference proceedings, survey results, bibliographies, and directories. See Appendix IV for a selected list of these printed aids.

The number of libraries in various sizes of communities does not correlate with the amount of time consultants work with these libraries (see Table 5). While 16% of the libraries are in communities of 25,000 or more, general consultants spend 36% of their time with these libraries. Even rural specialists spend 11% of their time with these larger libraries. Libraries in communities of 10,000 or fewer comprise 67% of the total but only receive 35% of the time of general consultants, but, 64% of the rural specialist's time.

Table 5
Staff Time Spent Consulting With Libraries
of Various Sizes

	Number of libraries in communities	% of staff time consulting in communities of the following populations	
		MEAN	ALL CONSULTANTS RURAL
Population over 25,000	16%	36%	11%
10,000 to 24,999	17%	25%	21%
Population under 10,000	67%	35%	64%

A higher percentage of those SLAs with rural specialist provide some type of state funds (other than state aid) for basic services than those without a rural specialist (see Table 6).

Table 6
Availability of State Funds for Basic Services for
Rural Libraries (funds other than state aid)

	All SLAs	SLAs with rural specialists
YES	26%	43%
NO	74%	57%

SUMMARY

*There are a limited number of SLA consultants who specialize in working with rural public libraries.

*Rural public library specialists are more likely to be involved in the formation of new libraries, meeting with local governing authorities, developing printed aids and advising on technical services than their general consultant counterparts.

*General consultants advise more on LSCA and automation projects than rural specialists.

*The nature of consultant's work has changed from "doing" as seen in the 1965 Long study, to advising on more complicated and specialized issues such as legal questions, automation, building, and cooperative/network development.

*A significant number of respondents (11) indicated by added comments that local library systems or districts had taken over the role of consulting to individual libraries. As there was no question relating to this on the survey, there may be other respondents with similar situations who simply did not add a comment.

Future study is warranted to determine the effect of library systems and districts on SLA consultant activity.

APPENDICES

- APPENDIX I Survey Results
 Part I
Public State Library Agencies Services to Rural
 Libraries Survey
- APPENDIX II Survey Results
 Part II
Public State Library Agencies Services to Rural
 Libraries Survey
 Rural Public Libraries Consultants Survey
- APPENDIX III State Library Agency Rural Specialists
- APPENDIX IV Selected Publications of Interest
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APPENDIX I

SURVEY RESULTS

PART I
STATE LIBRARY AGENCIES SERVICES TO
RURAL PUBLIC LIBRARIES

Q-1 Does the state library agency provide consultant services to public libraries?

YES - 38
NO - 1

Q-2 What is the full time equivalent (FTE) of the number of library development consultants?

The number of consultants ranges from 1 to 18 with the average number being 5. 29 SLAs have 6 or fewer and 20 SLAs have fewer than 4.

Q-3 What percentage of staff time in the past year would you estimate that all the consultants in the development office devoted to consulting with public libraries in communities of the following populations?

	MEAN
Population over 100,000	12 %
25,000 to 99,999	24 %
10,000 to 24,999	25 %
2,500 to 9,999	25 %
under 2,500	15 %
TOTAL	101 %*

*Responses did not always total 100

Q-4 Please indicate how often staff consult with public libraries by the following methods.

	FREQUENTLY	OCCASIONALLY	SELDOM	NEVER
1. Consulting by telephone	36	2	0	0
2. Consulting by Correspondence	27	10	0	0
3. Consulting with those who visit the state library agency	6	24	8	0

	FREQUENTLY	OCCASIONALLY	SELDOM	NEVER
4. Consulting in the field (visits to libraries)	24	14	0	0
5. Other:				
Workshops	5	4	-	-
Teleconferencing	-	1	-	-
Committees	2	-	-	-
Newsletter	1	-	-	-
Survey	-	1	-	-
Meetings	3	-	-	-
Special Programs	1	-	-	-

Q-5 Please indicate how often staff perform the following activities.

	FREQUENTLY	OCCASIONALLY	SELDOM	NEVER
1. Actually weeding individual library collections	0	7	11	20
2. Actually selecting materials for individual libraries	0	3	12	23
3. Advising on collection development (weeding, selecting, etc.)	16	12	9	1
4. Advising on reference services	13	15	9	1
5. Advising on technical services	11	14	12	1
6. Advising on Public Relations activities	10	18	9	1
7. Meeting with local governing agencies	8	24	6	1
8. Advising on the formation of new libraries	13	15	7	2
9. Advising on cooperative/network development	21	10	7	0
10. Advising on personnel issues	16	17	4	1
11. Advising on legal issues (state laws, censorship, etc.)	27	8	3	0

	FREQUENTLY	OCCASIONALLY	SELDOM	NEVER
12. Advising on buildings (new or renovations)	24	11	2	1
13. Advising on automation projects	24	9	4	1
14. Consulting on LSCA projects	29	6	3	0
15. Developing/presenting continuing education programs	19	16	3	0
16. Developing printed aids (manuals, guides, lists, etc.)	11	19	8	0
17. Other				
Trustees	2	-	-	-
Budgets	2	-	-	-
State Friends of Libraries	2	-	-	-
Administer state aid	1	-	-	-
Literacy	1	-	-	-
Committees	1	-	-	-
Programming	1	-	-	-
Reading Club	1	-	-	-
Special users needs	1	-	-	-
Grant management	1	-	-	-
Library evaluation	1	-	-	-
Children's/YA	1	-	-	-
Regional staff services	1	-	-	-

Q-6 Is there staff who specialize in consulting to rural public libraries?

YES - 7
NO - 29

Q-7 What is the full time equivalent (FTE) of this staff person(s)?

The responses ranged from 1 to 3, with 4 SLAs having 1 FTE, 1 SLA with 2.5 FTE, 1 SLA with 3 FTE, and 1 SLA that did not respond.

Q-8 Is the staff position specified by a job description or with a job title?

YES - 3
NO - 3

Q-9 When was this position created?

Mid 1970's - 2
Mid 1980's - 2

Q-10 Does the state library agency have a definition for rural in relation to rural public libraries?

YES - 10

Definitions given: population under 2,000 - 2
population under 5,000 - 2
population under 10,000 - 2
population under 16,000 - 1
population under 25,000 - 2
all libraries are
considered rural - 1

Is it formal (i.e. law or policy) - 3
or informal (practice) - 6

NO - 26

Q-11 How many public libraries in your state are located in communities of the following populations?

	TOTAL	MEAN	PERCENT OF ALL RESPONSES
Population over 100,000	273	8.5	4 %
25,000 to 99,999	887	24.6	12 %
10,000 to 24,999	1311	35.4	17 %
2,500 to 9,999	2339	63.2	30 %
under 2,500	2729	75.6	37 %
TOTAL	7539	207.3	100 %

Q-12 Has the state library agency published any manuals, guides, lists, etc. to assist or be of interest to those in rural public libraries?

YES - 20
NO - 17

See Appendix IV for a selected list of publications

Q-13 Does the state library agency have funds (other than regular state aid) available for rural public libraries to be used for basic services, such as books, salaries, and utilities.

YES - 10
NO - 29

Comments: One SLA has competitive grants specifically for libraries serving populations of 15,000 or less. Another mentioned matching grants that are available to rural libraries.

Q-14 How was LSCA money distributed to libraries in your state in 1986?

PERCENT OF ALL RESPONSES

For individual public library programs	40 %
Used for state wide programs	35 %
Support of state library agency*	9 %
Support of the State Library*	14 %
Other	2 %

*Many SLAs combined these 2 items. The combined percentage was 22 %.

Comments: Four SLAs responded that most grants were to library systems, not individual libraries.

Q-15 What percentage of your state's LSCA money in 1986 went to public libraries in communities of under 25,000 population?

24 %

Q-16 If LSCA money was awarded to public libraries in communities of under 25,000 population, what percentage would you estimate was spent on the following programs.

	MEAN	RANGE
Construction	40 %	0 - 100
Cooperative efforts	9 %	0 - 30
Automation	17 %	0 - 57
Services to minority groups	5 %	0 - 30
Collection Development	15 %	0 - 100
Other	17 %	0 - 87

Q-17 Does the state library association have a committee or round table for rural public libraries?

YES - 7
NO - 32

Comments: Two SLAs mentioned the existence of a group for small libraries, rather than rural libraries.

Q-18 If you answered yes to question 17, does the state library agency support this group in any of the following ways?

Contribute to newsletters - 1
Conduct joint workshops - 3
Consultant staff are members - 4
Consultant staff have held office - 0
Assist Financially (co-sponsored workshops with LSCA funds) - 2
Other
Go to meetings - 2
Do not support in any way - 0

General Comments:

Eleven SLAs noted that library systems (county, multi-county, regional) provide most of the direct consulting to individual libraries and the SLA development staff work with these systems rather than the individual libraries in many instances.

Consultants who specialize in automation and construction were cited by two SLAs.

APPENDIX II

SURVEY RESULTS

PART II STATE LIBRARY AGENCIES SERVICES TO RURAL PUBLIC LIBRARIES RURAL PUBLIC LIBRARY CONSULTANTS SURVEY

Q-4 How long have you specialized in consulting to rural public libraries?

The mean is 4.7 years, but experience ranged from 1 to 9 years.

Q-5 What percentage of time in the past year would you estimate you devote to consulting with public libraries in communities of the following populations?

	Mean
Population over 100,000	1 %
25,000 to 99,999	10 %
10,000 to 24,999	21 %
2,500 to 9,999	34 %
under 2,500	30 %
TOTAL	96 %*

*Responses did not always total 100

Q-6 Please indicate how often you consult with public libraries by the following methods.

	FREQUENTLY	OCCASIONALLY	SELDOM	NEVER
1. Consulting by telephone	7	0	0	0
2. Consulting by Correspondence	6	1	0	0
3. Consulting with those who visit the state library agency	0	4	3	0
4. Consulting in the field (visits to libraries)	4	3	0	0
5. Other: Area Director meetings	1	-	-	-

Q-7 Please indicate how often you perform the following activities.

FREQUENTLY OCCASIONALLY SELDOM NEVER

	FREQUENTLY	OCCASIONALLY	SELDOM	NEVER
1. Actually weeding individual library collections	0	2	2	3
2. Actually selecting materials for individual libraries	0	2	1	4
3. Advising on collection development (weeding, selecting, etc.)	4	2	1	0
4. Advising on reference services	3	4	0	0
5. Advising on technical services	3	4	0	0
6. Advising on Public Relations activities	2	5	0	0
7. Meeting with local governing agencies	3	4	0	0
8. Advising on the formation of new libraries	5	1	1	0
9. Advising on cooperative/network development	4	2	1	0
10. Advising on personnel issues	4	3	0	0
11. Advising on legal issues (state laws, censorship, etc.)	5	2	0	1
12. Advising on buildings (new or renovations)	5	1	1	0
13. Advising on automation projects	2	3	2	0
14. Consulting on LSCA projects	2	3	2	0
15. Developing/presenting continuing education programs	3	3	0	1

FREQUENTLY OCCASIONALLY SELDOM NEVER

16. Developing printed aids (manuals, guides, lists, etc.)	3	4	0	0
17. Other				
Trustees	1	-	-	-
Children's /YA	1	-	-	-
Library Evaluation	1	-	-	-
Friends	1	-	-	-
Budgets	1	-	-	-
Lead Workshops	1	-	-	-
Teach classes by distance education	1	-	-	-

APPENDIX III

STATE LIBRARY AGENCY RURAL SPECIALISTS

Alaska	Audrey Kolb Librarian/Coordinator Alaska State Library 1215 Cowles Street Fairbanks, Alaska 99701
Montana	Megan Fife Rural Information Specialist (Kellogg Funded) Montana State Library 1515 E Sixth Helena, MT 59620
Oregon	Mary Ginnane Rural/Small Library Development Consultant Oregon State Library State Library Building Salem, OR 97310
Virginia	Patricia L. Harris, Assist. Dir. for Public Library Development Ida R. Patton, Public Library Consultant Laura Cram, Public Library Consultant Annette M. Milliron, Public Library Consultant Virginia State Library 11th St. at Capital Sq. Richmond, VA 23219
West Virginia	Donna Calvert, Library Consultant Shirley A. Smith, Library Consultant West Virginia Library Commission Cultural Center Charleston, WV 25305

APPENDIX IV

SELECTED PUBLICATIONS OF INTEREST

- Colorado Education for directors of small public libraries: a training manual.
Denver: University of Denver, 1985.
- Prepared for an Institute/Seminar held May 20-24, 1985.
- Illinois Illinois Libraries. 68 (October, 1986).
- Contains the texts of the papers of the Libraries on the MOVE conference, held June, 1986. Includes topics such as rural library development, marketing rural libraries, and access to information in unserved rural areas.
- Massachusetts Bolt, Nancy M. Options for small public libraries in Massachusetts. Massachusetts Library Association, 1985.
- A planning guide prepared for the Options for Small Libraries Committee.
- Michigan Library of Michigan. Michigan Rural Libraries Survey Report. Lansing, MI: The Library, 1987.
- Results of a Nov. 1985 survey on the status of Michigan rural libraries
- Oregon Ginnane, Mary, and Scheppke, Jim. Library Districts in Oregon: a planning sourcebook. Salem, OR: Oregon State Library, 1986.
- A guide to the issues surrounding the formation of library districts in Oregon.
- Texas Nichols, Margaret Irby. Selecting and Using a Core Reference Collection. Austin, TX: Texas State Library, 1986.

Utah

Public Library Development: A Services
Checklist.

A basic services checklist to aid small public libraries in beginning to plan informally for improved services.

Other types of materials listed as printed aids of interest to rural public libraries included bibliographies, training manuals for trustees, and library directories.

APPENDIX V

SOURCES CONSULTED

- American Library Association Subcommittee for Library Functions at the State Level. Standards for Library Functions at the State Level. Chicago: American Library Association, 1985.
- Association of Specialized and Cooperative Library Agencies. The State Library Agencies: A Survey Project Report 1983. Chicago: American Library Association, 1983.
- Casey, Genevieve M. "Administration of State and Federal Funds for Library Development." Library Trends 27 (Fall 1978): 145-163.
- Dillman, Don A. Mail and Telephone Surveys. New York: John Wiley & Sons, 1978.
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- McClure, Charles R., ed. State Library Services and issues: facing future challenges. Norwood, New Jersey: Ablex Publishing Co., 1986.
- McCrossan, John A. "Planning and Evaluation of Library Programs throughout the States." Library Trends 27 (Fall 1978): 127-143.
- Mounce, Marvin W. "The Education of Library Development Personnel." Library Trends 27 (Fall 1978): 197-208.
- Shubert, Joseph F., and Fry, James W. "State Library Agency Organization and Services." Library Trends 27 (Fall 1978): 115-125.

NOTES

1. American Library Association Subcommittee for Library Functions at the State Level, Standards for Library Functions at the State Level (Chicago: American Library Association, 1985), p. 4.

2. June Lester Engle, "State Library Agencies and Library Development," in State Library Services and Issues: Facing Future Challenges, ed. Charles R. McClure (Norwood, N.J.: Ablex Publishing Co., 1986), p. 83.

3. Ibid.

4. Genevieve M. Casey, "Administration of State and Federal Funds for Library Development," Library Trends 27 (Fall 1978): 146-147.

5. Ibid.: 149.

6. Marie Ann Long, The State Library Consultant At Work (Urbana Illinois: University of Chicago, 1965), p. 78.

7. Ibid.

8. Ibid., p. 80.

9. Engle, p. 87.

10. Ibid., p. 89.

11. American Library Directory, 2 vols., 39th ed. (New York: R. R. Bowker, 1987).