

LIBRARY DEVELOPMENTS



A Bimonthly Publication of the Library Development Division, Texas State Library

VOLUME XXI

AUGUST 1993

ISSUE 4

ACCESS TEXAS – PLANNING REPORT RELEASED

TO: Texas Librarians

FROM: Edward Seidenberg, Director
Library Development Division

I am pleased to present you with the final report from the Joint Committee on Planning for Statewide Library Development. This report represents over three years of work in meetings, discussions and research by the staff of the Texas State Library and the twenty one members of the Library Systems Act Advisory Board and the Library Services and Construction Act Advisory Council. In addition, many other librarians and library supporters contributed their time, energy, and wisdom at meetings of topical Task Forces. Finally, hundreds of interested and concerned people offered their comments, criticism, and recommendations at the many formal and informal meetings where draft portions of this report were discussed. All types of libraries participated in many ways in this effort.

On behalf of the Texas State Library and Archives Commission and the staff of the State Library, I want to congratulate all of those involved for the effort they made. It is with gratitude and appreciation that we are publishing this important document.

As we all knew at the onset, the release of this report is only the first milestone. Now, we all have an equally difficult job of implementing the changes proposed. To do this, we must translate these recommendations, as appropriate, into policies, programs, budget revisions, procedures, and new statutes for presentation to the State Library and Archives Commission. Some of these ideas could be implemented more easily than others. As we begin the process of Sunset self-evaluation and staff review, we can use *Access Texas* as a general guide for the vision of the future that we can try to achieve.

I am interested in hearing your thoughts about how we should proceed with this planning. I have enclosed a form for you to submit your ideas; or, you may wish to write a separate, longer response. You may also want to request this newsletter, if you do not already receive it.

I hope that you will continue to work with us to shape the future plans to provide, improve, and expand library services to all Texans.

JOINT PLANNING COMMITTEE *REPORT*

TEXAS STATE LIBRARY
LIBRARY DEVELOPMENT DIVISION
AUGUST 1993

BACKGROUND

This report of the Joint Committee on Planning for Statewide Library Development is the result of four years of discussion and planning, involving more than 100 librarians and lay persons from across the state of Texas. The first meeting of the Joint Planning Committee for Statewide Library Development was held on July 24, 1990, at the State Library, after a year of discussions with the Library Systems Act Advisory Board, the Library Services and Construction Act Advisory Council, system coordinators, and individuals across the state.

State Librarian William D. Gooch asked the Library Systems Act Advisory Board and the Library Services and Construction Act Advisory Council to work jointly as the Joint Planning Committee (JPC) for this process. The two groups are broadly representative of administrators and users of all types of libraries, experienced in the major issues confronting the Library Development Division, and have the responsibility of reviewing and recommending the Library Development Division's programs, policies, regulations, and procedures to the Texas State Library and Archives Commission.

In 1995, the Legislature will vote on the continuance of the authorizing legislation for the Texas State Library and Archives Commission after review by the Sunset Advisory Commission in 1994. Also during this time, reauthorization, revision, or reformulation of federal library legislation will be under consideration for enactment in 1994. The planning process explored needed changes in the Texas State Library and Archives Commission authorization, the Library Systems Act, and other legislation concerning libraries of all types. This will enable the Texas library community to take a unified program into the Sunset review and the 1996-97 budget process with information and support to back it up. This will also allow the needs of Texas libraries to be more effectively represented to Congress during the deliberations on reauthorization of the Library Services and Construction Act or the development of its successor.

The library community, including library associations, individual libraries, Texas Conference on Library and Information Services participants, library systems and consortia, and any other interested groups and individuals, were invited to identify issues of concern. State Library staff worked with the JPC to delineate and prioritize these issues. At its meeting in February 1991, the JPC considered 51 items of concern, representing over 450 items brought up by groups and individuals, and narrowed them down to 28 broad issues, which were mailed in mid-March to all Texas public and academic library directors, school library administrators, and others. A hearing was held in Fort Worth in April 1991, during the Texas Library Association Annual Conference, for comments on whether this set of issues included everything that should be considered and whether all of these issues should be addressed.

The set of issues was refined at a Planning Committee meeting in May 1991, and divided into six subject areas to be assigned to task forces to study needs and recommend solutions in each area. Each task force, composed of ten to twelve librarians or users with expertise in the area under consideration, assessed the needs in its issue area and issued reports in the spring of 1992. Again, a public hearing was held during Texas Library Association Conference in April 1992 for input from the larger library community.

In the spring of 1993, the task forces made recommendations to the Joint Planning Committee. Draft reports were mailed to public and academic library directors, school media supervisors, library consortia, and interested individuals in February. A hearing was again held during the TLA conference, and recommendations revised after hearing the comments from the field. In May 1993, the JPC reviewed the recommendations, set priorities, and appointed a subcommittee to draft a report, which the full Committee reviewed, revised, and approved on July 21, 1993.

Revised goals and action plans which do not require legislative changes can be incorporated into the agency's Long Range Plan for Statewide Library Development as decisions are made. Needed legislative changes will be compiled into a set of recommendations to be presented during the Sunset review.

Over the next year and a half, staff, the Board and the Council will have to complete the plans and develop the budget, rules, regulations, and recommended legislation to carry out the plan. The timeline for the remainder of the process is:

TSL Staff Review for Sunset Commission	Summer 1993
1996-97 System Biennial Budget Guidelines Developed	Summer 1993
Sunset Commission Staff Review	Fall 1993
Changes in Library Legislation Developed	Fall 1993-Fall 1994
1996-97 Biennial Budget Developed	January-March 1994
TSLAC Considered for Reauthorization	1995 Session of the Legislature

ACCESS TEXAS: PARTNERSHIPS FOR LIBRARIES

The Plan for Texas Statewide Library Development

INTRODUCTION

All Texans have the right to have their information needs met, and all publicly supported library resources should be available to meet that end. These over-arching principles form the basic assumptions necessary to make information in all its forms available to the people of Texas. The right to know overrides all distinctions which artificially limit access to information. This principle must guide all the planning and activities of the library community in general, and the Texas State Library in particular, in the years ahead.

A part of the mission of the Texas State Library is "to provide and promote the use of information or resources needed by all Texans to improve their skills and enrich their lives." This plan for statewide library development has been prepared to meet the imperative for making information for work and leisure in all its forms available to every Texan who wants and needs it. The plan proposes actions based on these premises: a clear, unified vision of statewide library development; quality resources and services available to all persons; stewardship of limited

financial and human resources; collective action to reach our common goals; and cooperation in providing an expanded range of services.

ENVIRONMENT

Since all Texans have a right to have their information needs met, all publicly supported library resources should be available to meet that end by creating equal access to library materials and services. Access is not limited to actual physical possession of materials or entering a structure. Information should be available through a telephone, interlibrary loan, electronic transfer, or some other means of connecting the individual to the information source. Human resources are the key to access to materials and must be part of the concept of access. Access has many connotations. It is the physical presence of books, journals, or any other library resource. It is also bibliographic access to listings of library resources in a local or other library, and it is electronic access to full text documents. But mainly, it is the availability of physical items wherever they are located.

Collections will continue to be the cornerstone of libraries. Libraries will build collections for the foreseeable future in all formats; print, multimedia, and electronic. Alternatives to print can be costly, but they provide library users with enhanced modes of information access not possible in a printed form.

Libraries will continue to be vital places for self-education and learning and will continue to serve as the primary access points for print resources while

becoming the gateway to information resources. Collections and access will go hand in hand. Libraries will continue to build collections of appropriate materials in an expanding variety of formats. For the time being, there will be parallel systems of traditional access to print information and electronic access for statewide, regional, national, and international collections.

There are two major categories of barriers limiting access to library materials and resources: those that are internal and those that are external. External barriers include geographical, socio-cultural, educational, political, economic, and physical barriers. Internal barriers are those set up within each library or library system and include exclusionary policies and procedures. At this time, many Texans do not have acceptable access to library materials and services because of multiple barriers. Creative ways must be found to diminish the many barriers which prevent or delay access to information.

A library, as viewed in this document, provides access to information in all formats. Through the acquisition, organization, management, and preservation of information collections, the library provides for ease of access to and use of the ever-expanding body of worldwide knowledge and information. The library

takes a leadership role in its community by striving to meet the cultural, educational, and recreational needs of its users. All publicly supported libraries – public, school, government, or academic – are included.

A librarian has adequate education in the professional and technical aspects of librarianship to be able to organize and administer the resources of the library competently. In addition, a librarian is a teacher who needs mature judgment, administrative experience, the initiative to develop policy, understanding of the objectives of the library and of the parent organization, and the ability to plan informational programs.

The electronic revolution has introduced significant change in the information environment of libraries, and it will continue to influence collection development, information access, and library operations over the next several decades. These changes are providing libraries with unprecedented opportunities and formidable challenges. The most significant challenge will be to balance the ownership of materials with electronic access to information and the delivery of information services.

In order to strengthen libraries in Texas, it will be necessary for all segments of the library community to

establish alliances and form collaborative strategies based on common priorities. Cooperation is based on the concept of people coming together to do something that cannot easily be done alone.

This plan is not prescriptive, but a guide that permits flexibility in developing quality library collections and services for all Texans. It should foster excellence through improved libraries and librarians in all types of libraries, resulting in a better informed and educated citizenry.

As libraries move to the future, they must also be cognizant of the past. The heritage of the past which will have the most significance for the future is the collections which exist in Texas libraries. Collections now number over 100 million items. As other alternatives for obtaining information become more prevalent, print collections will continue to grow, but perhaps not at the same rate as in the past. Libraries will remain strongly committed to preserving both the general and special library collections.

It is also important to recognize the many dimensions of the collections which presently exist. Books and journals constitute the vast majority of library's collections, but there are also significant collections of archives, manuscripts, maps, government documents, and growing collections of non-print items such as films, software electronic files, and audio tapes. All formats are necessary to provide information in all contexts.

Libraries are facing a future that is more complex than the present. There will not be a single model for all libraries; there will be many models which are based on local needs. There will be more divergence in the services provided by individual libraries. The basic role and function will remain unchanged, but that role will have more variations. Libraries with large collections may be less likely to emphasize access because they can fulfill more of their user's needs with local resources. For libraries with more limited collections, electronic access provides its users with an option for meeting their needs.

A part of the process in creating this plan was the establishment of priorities. From a list of about thirty items, seven major priorities were identified. These priorities build on the base of collections, services, and personnel which already exist in Texas libraries, but they do not address everything that has been identified as a need. Together, these seven initiatives will provide a strong sense of direction which builds on past strengths but which points libraries in new directions. Funding and equal access are the two underlying principles which provide the base for everything else. Electronic networks, multitype systems, recruitment, services to specialized populations, the role of the Texas State Library, and professional standards are mechanisms to reach the goal of universal access. What follows is a plan for implementation for each of the identified priorities.

FUNDING

All types of libraries in Texas must have a dependable, ongoing, and adequate source of funding to support the principle of equal access to information for all citizens of the state, and to avoid unreasonable fluctuations in funding which result from competition with other units for limited resources. Equal access will not be possible until there is equity of resources among libraries throughout Texas. To meet this need, several approaches will be necessary. Assuming that each library community will provide base funding for its personnel, facilities, and services, this plan recommends methods of funding for enhancement beyond basic support for the purpose of equity.

STRATEGIES

Without precluding other possible approaches, three strategies are recommended to address the issue of equity of financial support (all may not be required to meet the proposed goal):

- Enabling the creation of local taxing districts for libraries to generate either the base funding or enhancement funding, or both, for local facilities and services;
- Seeking dedication of a percentage of the Texas lottery revenue to support enhancement funding of libraries. Public library funding would be based on local maintenance of effort, population density, and per capita income. For school and academic libraries, enhancement funds would be based on local maintenance of effort;
- Supporting a new state tax on telecommunications lines in Texas. This would be a dedicated tax for the enhancement of library services in public, school, government, and academic libraries.

IMPLEMENTATION

- Identify one or more prominent individuals whose advocacy with legislators would be persuasive;
- Solicit support of the Texas Library Association, the Texas Education Agency, and the Texas Higher Education Coordinating Board since all types of libraries would be affected;
- Seek legislation to implement the funding initiatives.

EQUAL ACCESS TO INFORMATION

PHYSICAL NEEDS AND INTELLECTUAL CONCERNS

Texas libraries should have a firm commitment to design and implement a plan for equitable access to information to benefit the citizens of Texas. Elements of this statewide access plan should include both intellectual and physical needs and should address:

- coordination by a central entity guided by a diverse, representative advisory group. This entity would be responsible for maintaining commitment and compatibility, developing common goals, providing user education, promoting coordination, and directing research, funding, planning, and evaluation;
- standardized pathways to resources based on existing bibliographic control, standardized telecommunications links, and proven hardware and software;
- sensitivity to users with special needs, varying levels of literacy, cultural differences and language barriers;
- a multitude of access points for the breadth of information resources in Texas and beyond;

- relevance to the needs of citizens of Texas in general, as well as the needs of all types of library and information centers;
- interfaces recognizing varying levels of user skills;
- confidentiality of system user records;
- an effective and efficient method of delivery of information and materials;
- standardized documentation for use and training;
- a statewide use document (library card);
- common rules and guidelines of operation, use, and maintenance.

MECHANISMS FOR PROMOTING EQUAL ACCESS

To promote the development of equal access to library information and materials, several initiatives should be undertaken:

- a statewide purchasing plan for materials and equipment with negotiated statewide licenses for purchases and contracts for multi-type library use;

- workstations for library and non-library locations with modems and software to connect all access points, and contracts for special telecommunication rates and simple user interfaces;
- common access points located in all communities, such as information workstations in post offices or franchise convenience stores to insure access, particularly to unserved and underserved populations;
- a 24-hour information and reference "hot-line" number;
- a statewide teleconferencing and telecommunications network, operated or contracted for use by the central coordination entity, for the management of human resources, staff training, continuing education, and user education;
- union catalogs of statewide collections in electronic format located out of the library setting;
- establishment of an infrastructure and/or network of referral libraries;
- statutory protection of confidentiality of patron records.

ELECTRONIC NETWORKS

Access to the rich bibliographic information of Texas libraries should be shared freely by all Texans and provided without charge insofar as possible. Bibliographic information, once housed primarily in card catalogs and books, is now stored increasingly in the electronic databases of libraries, particularly in the larger academic and public libraries. Until all Texas libraries, including the smaller and rural ones which traditionally have lacked adequate financial resources, can acquire networked, automated library systems, the statewide database of holdings will lack the rare and unique materials which they hold. The holdings of all historical societies, archival collections, and special libraries in Texas also need to be included in such a program so that the bibliographic riches of all Texas information agencies will be fully accessible.

The collections of school libraries should also be included. While many school libraries do not have automated

systems, there is now funding from the Texas Education Agency for this purpose. Statewide automation standards have been adopted by the Texas Education Agency and Texas Association of School Library Administrators.

With the proper telecommunications hardware and networking software, bibliographic databases may be accessed from terminals in libraries or through personal computers with modems from homes or offices. A telecommunications infrastructure will require investments from public, school, academic, and special libraries. For this to happen, several major tasks need to be accomplished:

- The bibliographic holdings of all libraries in Texas need to be converted to machine-readable format so they can be accessed and shared electronically;
- These separate library databases then should be brought under a single bibliographic standard, integrated, and made accessible electronically from all

networked terminals or workstations, no matter where they are located in Texas;

- Access to national or commercial bibliographic databases should be provided to enable all Texans to locate any source of information in the world.

In addition to these major tasks, there are several other factors to be taken into consideration:

- Prescribed national bibliographic standards, such as the MARC format, and telecommunication protocols should be followed in creating local databases;
- Confidentiality of library user records must be maintained;
- Archiving of electronic publications should be addressed on a statewide basis;
- The statewide network must be capable of providing access to on-line journal

indexing, abstract databases, tables of contents, and full text services. All Texans should have equal access to databases no matter where they reside;

- The statewide network should be built using existing links such as the Internet and the proposed NREN. This implies that all Texas libraries will have to be connected to the Internet;
- Freenets should be developed as one means of sharing human resources. An example would be a freenet that can be used by citizens from their home to ask questions which can then be answered by other designated citizens;
- Existing network interfaces should be available to enhance the ability of users to locate information easily.

TELECOMMUNICATIONS NETWORK

Because we are in an information society, moving vast amounts of information quickly across great distances is an important need to address. Immediate access to a "virtual" library of millions of volumes and thousands of papers affords researchers the ability to incorporate a body of knowledge previously unthinkable. Work groups can conduct interactive conferences regardless of their separate locations.

Texas is well on the way to developing an electronic backbone that can be used in developing a statewide information network. TENET is an electronic network for all public schools in Texas. Project Link is an electronic information service

to Texas public libraries and State agency staff while Tex-Share is used by academic libraries.

DISTANCE LEARNING

Videotapes, computer tutorials, teleconferences, workshops, as well as traditional print media, can be used to train library staffs and their users. Cable television is the impetus for expanding instructional television access. Television and electronic mail can extend and enhance learning. Technology as a learning tool, as a device to close cultural gaps, and to inform, might be television's most noble function. Training models involve the use of high quality video with hands-on activities to enhance critical thinking, motivate learning, and sharpen perceptual skills.

RESOURCE SHARING

Collection development and management issues must be addressed on a statewide basis by fostering resource development programs across all types of libraries. A statewide conspectus for collection development, assessment and management for all types of libraries should be developed. The identification and preservation of last copies and unique items in all formats, is central to such a program. Libraries will need to invest more of their resources to preserve the rich heritage of existing collections while expanding resources to explore the promise and viability of new information technologies. Resource sharing and access are based on both locally owned physical

collections and remote electronic databases.

The groundwork for resource sharing in Texas already exists. Other issues that will affect the sharing of resources include:

- Physical items will continue to be delivered using current methods such as telefacsimile, mail, and other courier services even though the statewide electronic network will be the dominant delivery system for bibliographic information;
- Reference services can be shared electronically with intelligent interfaces and knowledgeable personnel;
- Additional staff training in the use of electronic resources will be required for personnel in all types of libraries;
- A statewide public information program should be launched to inform citizens about the availability of sources on the electronic network and in libraries;
- Services must be extended to persons who are physically challenged, who have learning disabilities and who experience language barriers;
- Statewide reciprocal borrowing through resource sharing should be encouraged by identifying a mechanism and funding to support libraries in these efforts.

LARGER UNITS OF SERVICE AND MULTITYPE SYSTEMS

It is a basic tenet in library service that no individual library can meet all the needs of its community of users. Library users frequently have information and resource needs that challenge even the best staffed and best equipped libraries. In Texas, there are great disparities in the level and quality of access to library and information resources. Over a million Texans have no access to library services, and many millions more have inadequate services because of economic, geographic, or political barriers to service. Poverty, distance, and demographic challenges combine with artificially created political barriers to prevent Texans from realizing their information goals.

LARGER UNITS OF SERVICE

It has long been a stated goal of the Texas State Library to encourage the formation of larger units of library service

as a means of overcoming some of the barriers to quality service, creating strength from unity, and enabling smaller communities of library users to benefit from the economies of scale in staffing, purchasing, planning, administering, and delivering library services. However, a number of legislative and regulatory barriers have been erected, which in fact discourage libraries from pursuing this goal. Existing programs to encourage cooperative unions are largely unfunded because they are not given high enough priority.

Therefore, the encouragement and enabling of larger units of service should become an active priority. To this end, the following actions should be taken:

- Current laws and regulations governing libraries should be examined carefully to eliminate existing disincentives to libraries wishing to unite their services;
- Legislation should be advocated to enable the formation of library districts which would unite geographically close but politically separate libraries;
- Funding formulas for systems, and the services systems provide to their members, should be examined to insure that they do not discourage the formation of combined library agencies or districts which could serve their respective user populations more effectively;
- Programs should be developed, both at the state level and through existing library systems, that provide real incentives to cooperative unions designed to better serve communities of library users;

- Some state funding should be directed to supporting the establishment of larger units of service in the form of incentive grants for libraries which combine to alleviate the problem of inadequate local funding;
- Criteria for membership in library systems should be revised to strengthen standards and encourage small independent libraries to join with others to maximize their use of limited resources and improve their services to library users. By joining together they can then afford the trained staff required to develop effective services and take advantage of the economies of scale available to larger libraries.

MULTITYPE LIBRARY SYSTEMS

To secure the benefits of access to the full range of library resources in Texas, multitype library systems should be the mechanism of choice. As of September 1993, the Texas Library Systems Act permits but does not mandate, the forma-

tion of Regional Library Systems which may include publicly-funded libraries, such as school libraries, academic libraries, and public (municipal or county) libraries as members. This important change to the legislation, will make possible a new level of cooperation among libraries which serve different user groups.

To encourage library systems to expand their memberships, several initiatives are necessary:

- Establish regulations under the Library Systems Act to provide easy access to system membership for academic, school, and other public agency libraries;
- Encourage pilot projects or models based on existing operations in other states and regions;
- Define levels of service that qualify individual libraries for system membership and progressive levels of system services;

- Encourage individual libraries to upgrade their service to qualify for system membership;
- Create an incentive program to encourage individual libraries to upgrade levels of services to participate in higher levels of system service.

Actual staff requirements by population levels should be determined as part of the standards for public libraries for system membership. Staffing requirements for school libraries should conform to state accreditation standards, and academic libraries should conform to ALA standards for community college, college and university libraries.

The State Board of Education shall be urged to upgrade certification requirements for school librarians. There must be a requirement for a minimum of 24 graduate hours of library and information science.

PROFESSIONAL RECRUITMENT AND STANDARDS

The importance of human resources as the key to access to materials and information cannot be overstated. For this reason it is vital that the best and brightest candidates, representative of the diverse ethnic and socio-economic backgrounds of Texans and various regions of Texas be attracted to careers at all levels of library and information service. To this end, the following recommendations are made:

EXPANDED RECRUITMENT OF HIGH QUALITY PERSONNEL

In cooperation with library schools, professional associations, and library employers, the Texas State Library should plan and coordinate a comprehensive program of recruitment of library professionals. Particular emphasis should be placed on recruiting a culturally diverse work force. Suggested strategies include:

- establish new scholarships, internships, and mentorships;
- produce high quality multi-lingual and multi-cultural recruitment materials;
- encourage librarians to identify and recruit potential librarians from their own faculty, students, patrons, staff, volunteers, or boards;
- strengthen relationships between libraries and library schools for the purpose of coordinating recruitment efforts;

- a marketing program should be developed to promote library and information services careers as attractive choices;
- in cooperation with library schools, professional associations and library employers, the Texas State Library should coordinate a comprehensive program to publicize all professional and paraprofessional job openings in Texas libraries. Strategies might include unlimited access to job lines through a statewide telecommunications network and/or the coordination of existing job lines.

OVERCOMING BARRIERS OF DISTANCE, TIME AND ECONOMICS

- To overcome barriers of distance, time and economics, the Texas State Library should employ a variety of strategies to deliver basic and continuing library and information education for all types of Texas libraries.
- The Texas State Library should work with the Texas Higher Education Coordinating Board and with accredited graduate programs of library and information education to widen the geographic distribution of their courses.
- The Texas State Library should ensure realistic opportunities for introductory

and continuing education in library management and fundamental skills for individuals who have not had access to such training. Possible delivery strategies include residential programs, weekend programs, mediated instructional programs, interactive telecourses and other distance education methods.

SALARIES

- The Texas State Library should encourage state and local government administrations to implement comparable worth adjustments for library personnel;
- The Texas State Library should work with other statewide organizations and agencies, such as the Texas Education Agency, the Texas Higher Education Coordinating Board, and the Texas Library Association to advocate comparable worth compensation;
- The Texas State Library should encourage the Texas Library Association to strengthen its current recommendations for compensation levels of personnel holding graduate library degrees and should further encourage the Association to recommend minimum compensation levels for other library personnel.

PROFESSIONAL STANDARDS

There is a need to ensure a qualified work force to staff and direct Texas libraries. Additionally, attention must be paid to the development needs of all levels of library employees. To address this need, the Texas State Library should, in cooperation with appropriate professional associations, implement a plan for certification of Texas library personnel.

Any such plan should be developed in consultation with all affected groups within and beyond the library community and should include the appointment of a board, broadly representative of volunteers, practitioners, educators, and lay people.

These and other issues should be considered prior to the development of a certification program:

- Librarians in all types of libraries should be certified.
- Certification is related to levels of professional competence and responsibility and not the size of the population served. Not all staff have responsibilities that require certification. A scheme for certification might include four levels: assistant, associate, librarian, and director.
- Alternative avenues to certification should be provided when it is reasonable and practical.
- Any recommended certification testing should be applied equitably to all certification levels.
- Continuing education should be a part of any certification plan, since the knowledge, skills, and abilities of library personnel must continue to be adequate to meet changing needs.
- Implementation for a certification program should be done in phases and recognize the status of currently employed individuals. Implementation should include provisional certification for individuals and allow for provisional system membership.
- A mechanism for recognition of personal growth for library staff whose responsibilities do not require certification should be provided.

SERVICES TO SPECIAL POPULATIONS

If libraries in Texas are to fulfill their role of helping with the cultural and social development of their communities, it is necessary that they recognize how Texas mirrors our nation's diverse populations. This recognition is critical if libraries are to become effective in meeting the information needs of all Texans.

The state's population encompasses numerous groups possessing diverse characteristics and needs with many being disadvantaged because of physical, linguistic, learning, age, and socio-economic limitations. Libraries must take the initiative in determining how they can most effectively reach out to serve these special groups.

To meet the goal of broadening services to special populations, these actions are recommended:

INFORMATION & REFERRAL

- Increase public information programs for minority populations including non-English speaking groups at the local and state levels;

- Promote cooperative projects and pilot programs among all types of libraries by offering incentive grants from the state level;
- Provide multilingual staff and telecommunications assistance to connect users from special groups with the agencies or information which will meet their needs;

COLLECTIONS

- Develop a recommended list of culturally relevant and multilingual materials to encourage libraries of all types to develop collections for the special groups in their communities;
- Provide grants from the state level for the purchase of multilingual and culturally relevant materials and for bibliographic access to these materials.

OUTREACH

- Encourage school, public, and academic librarians to work with library program faculties to identify and recruit library science students

- from culturally diverse groups and from patrons, staff, volunteers, and governing board members;
- Stimulate all libraries to establish governing boards whose members are representative of the population served;
- Encourage state institutions serving special groups to establish libraries with relevant materials, staffed by personnel who meet appropriate educational standards;
- Work with the American Library Association in promoting the publication of a greater number of titles featuring cultural diversity.

CULTURAL AWARENESS

- Provide cultural awareness training, including sensitivity sessions, for library staffs, volunteers, and governing boards;
- Encourage library science programs to offer courses which expose students to the cultural diversity of the state's population.

THE ROLE OF THE TEXAS STATE LIBRARY

To meet the ambitious goals implicit in the recommendations in this plan, it will be necessary for the Texas State Library to assume an even more proactive role in the development of library and information resources accessible to all Texans. Therefore, these recommendations are made concerning the role of the Texas State Library:

- The position of Director of the Texas State Library should be elevated to the position of Commissioner of Libraries and Information Services with responsibilities for coordinating services for all types of libraries and other information related services and materials;

- The Texas State Library should coordinate the development and management of the statewide electronic network linking libraries and library systems for the sharing of resources;
- The Texas State Library should take the lead in encouraging and assisting the development of multitype library systems and other larger units of service for resource sharing, upgrading of professional staff services, and fiscal efficiency;
- The Texas State Library should seek cooperative arrangements with the Texas Education Agency, the Texas Higher Education Coordinating Board, and the Texas Library Association in

order to strengthen its advocacy of adequate funding and governance of all types of libraries in Texas;

- The Texas State Library should be the lead agency and provide technical assistance for the recruitment of professional library staff from among special groups; the development of targeted programs, resource collections, and physical facilities which make information more accessible to special groups; and the recruitment of governing board members in all types of libraries who reflect the full diversity of the Texas population.

THE FUTURE

Access Texas is a plan to move Texas libraries into the future. As delineated, it does not portray the future; it is simply a guideline to bring all libraries to a common threshold. The greatest challenge in such an undertaking is meshing the spectrums of technology, collections and services into a cohesive whole. If the steps in this plan are accomplished, that goal will be met.

But meeting this goal is only a part of what must happen. Many libraries in Texas have already gone beyond the parameters of this plan. Those libraries will have to continue to move forward and provide a path for others to follow.

In this way there will always be a state of flux making the statewide system a dynamic rather than a static entity. It also means that there will never be an end to moving forward. There will continue to be new technology and new services based on that technology.

The leadership to make this happen will come from many sources, but it should be guided by the Texas State Library to be sure that all the pieces fit together into a whole. Leadership will come from libraries of all types and sizes as they experiment with improved access and services using innovations in technology and new paradigms of service. Leadership will also come from other agencies and organizations as they initiate plans to serve their communities, and it will also come from individuals who have a vision and the expertise to make that vision reality.

Access Texas should be viewed as a first step to the future. The first step is the most important step because it moves libraries in Texas in a new direction. Rather than the frontier spirit of going one's own way, libraries will join together for a common good – meeting the information needs of the people of Texas. Technology enhances this opportunity, but people are what will make it happen.

This report began with five premises:

- A clear, unified vision of statewide library development;
- Quality resources and services available to all citizens;
- Stewardship of limited financial and human resources;
- Collective action to reach a common goal;
- Cooperation in providing an expanded range of services.

These are the principles that will guide libraries through the various aspects of this plan, and they are the principles that will underlie any succeeding plan.

TASK FORCE COMMITTEES

Volunteers and Joint Planning Committee Liaisons

Task Force A: Human Resources

Margaret Nichols, Chair
Denton

Chris Albertson
Tyler Public Library

Freddiemae Brown
Houston Public Library

Joe Dahlstrom
University of Houston - Victoria Library

Gail Douglas
Schertz Public Library

Joe Ellison*
General Libraries

Martha Knott
San Antonio Area Library System

William McGee
Hidalgo County Library System

Dorothy Morrison*
Allen Memorial Public Library

Judith Reinhart*
Kocurek Elementary Library

Maria Wells
UT Austin - Humanities Resource Center

Cathy Wilt
AMIGOS Bibliographic Council Inc.

Task Force B Funding

Edward Walters, Chair 91-92
University of Texas at Dallas Library

Nancy Gandara, Chair 92-93
San Antonio Public Library

Elizabeth Crabb
Northeast Texas Library System

Kathy Dickson
Sweetwater

Steven Hagstrom
Tarrant County Junior College District

Arlita Hallam*
North Richland Hills Public Library

Patrick Heath
Boerne

Ron Heezen
Longview Public Library

Larry Justiss
Tom Green County Library System

June Lester
University of North Texas - School of Library
and Information Science

Task Force C Access to Materials

Jay Poole, Chair 91-92*
TAMU - Sterling C. Evans Library

Julie Todaro-Cagle, Chair 92-93
Austin Community College Library

Lou Ann Bradley*
University of North Texas Libraries

Mary Brady*
Boerne Public Library

Steven Brown
Brazoria County Library

Lisa Eason*
Keller Public Library

David Henington
Houston Public Library

Drew Racine
General Libraries

Joan Schmidt
San Antonio Area Library System

Mary Kay Wells
Texas Panhandle Library System

Task Force D Services to Special Populations

Ramiro Salazar, Chair
El Paso Public Library

Rosanne Burgess
Bay City Public Library

Denise Fischer
Sterling Municipal Library (Baytown)

Alicia Gallegos-Gomez
Corpus Christi

Anne Gault
Val Verde County Public Library

Cynthia Gray
Palestine Public Library

Mary McAfee
Helotes

Gleniece Robinson
Dallas Public Library

Marsha Sutes
Texas Department of Criminal Justice

Herman Totten
University of North Texas - School of Library
and Information Science

William Wan
Texas Woman's University Library

Dona Weisman
Northeast Texas Library System

Task Force E Organization & Structure

Joe McCord, Chair 91-92*
Lamar University Library

Barbara Gubbin, Chair 92-93
Houston Public Library

Carol Bartz
Baytown

Herbert Canales*
Corpus Christi Public Library

Sharon Criswell
Southern Methodist University

Cate Dixon
Fort Worth Public Library

Irene Hoadley
TAMU - Sterling C. Evans Library

Bonnie Juergens
AMIGOS Bibliographic Council Inc.

Lee LaCaff,
San Antonio Area Library System

Dale Ricklefs
Round Rock Public Library

Jeff Rippel
Lubbock City-County Library

Task Force F Resource Sharing

Katherine Jagoe Massey, Chair 91-92*
Association for Higher Education of North Texas

Toni Lambert, Chair 92-93
Houston Public Library

Barry Bishop
Pasadena ISD Libraries

Thames Bundy
South Texas Library System

William Floyd*
University of North Texas Libraries

Mary Lou Goodyear*
Sterling C. Evans Library

George Huffman
Amarillo College/Harrington Library Consortium

Bonnie McNeeley
Texas Woman's University Library

Cynthia Pirtle*

Frieda Sheel
Mineola Public Library

Carolyn Simon*
Jacksonville Public Library

Mary Kay Snell
Amarillo Public Library

Rebecca Sullivan
Terrell Public Library

Richard Wood
Sam Houston State University Library

*resigned

JOINT PLANNING COMMITTEE

Members of the LSA Advisory Board and the LSCA Advisory Council

LIBRARY SYSTEMS ACT (LSA) ADVISORY BOARD

Current Members:

Irene B. Hoadley
TAMU – Sterling C. Evans Library

Chris Albertson
Tyler Public Library

Mary Kay Snell
Amarillo Public Library

June Kahler
Texas Education Agency

Catherine S. Park
Harris County Public Library

Members who also served during this
planning process:

James B. Stewart
Victoria Public Library

LIBRARY SERVICES AND CONSTRUCTION ACT (LSCA) ADVISORY COUNCIL

Current Members:

Steven Brown
Brazoria County Library

E. Dale Cluff
Texas Tech University Library

Herbert Canales
Corpus Christi Public Library

Irene Cordova
Bell Helicopter Textron, Inc.

Kathy Dickson
Sweetwater

Patrick Heath
Boerne

David Henington
Houston Public Library

Anita Medina
Zapata

Robert A. Seal
University of Texas at El Paso

Marsha Stites
Texas Department of Criminal Justice

Rebecca Sullivan
Terrell Public Library

Steve Tompkins
Austin

Herman Totten
University of North Texas – School of
Library and Information Science

Judy Traylor
Mt. Pleasant

Victor Treviño
Pearsall Public Library

Joanne Truitt-Moore
Dallas Independent School District

Members who also served during this
planning process:

Alicia Gallegos-Gomez
Corpus Christi

Diana Pickens
Austin State Hospital

Maria Wells
UT Austin – Humanities Resource
Center

✂ - cut here and return -

The Texas State Library staff and the Joint Planning Committee are interested in your ideas, suggestions and comments about this report. Please write your ideas below, or on a separate sheet, and send them to:
Edward Seidenberg, Texas State Library, Box 12927, Austin TX 78711-2927

Library Developments
Texas State Library
Box 12927
Austin, TX 78711

Non-Profit Organization
U.S. Postage Paid
Austin, TX
Permit No. 586

ADDRESS CORRECTION REQUESTED

Issue Date: August 1993
ISSN: 0145-5397

Library Developments is available without charge. Written requests to be added to the mailing list may be sent to the Library Development Division, Texas State Library, Box 12927, Austin, TX 78711. We welcome your inquiries and suggestions regarding newsletter content or Division policies. This newsletter is available in alternative formats.

LIBRARY DEVELOPMENTS
SUBSCRIPTION FORM - Complete & Return

The Texas State Library newsletter, *Library Developments*, is available free to all libraries and individuals. State law requires that each subscription be renewed annually. Please complete and return this form to receive this newsletter.

Library Developments announces workshops and seminars, explains how state and federal funds are used, reports activities of the official boards and commissions and provides details for using the Library Science Collection.

To receive *Library Developments* during 1994, complete and return this form to:
Library Development Division, Texas State Library, P.O. Box 12927, Austin, Texas 78711.

Name: _____ Title: _____

Library: _____

Address: _____

City: _____ State: _____ Zip: _____