



APALA NEWSLETTER

Asian / Pacific American Librarians Association
Affiliated with the American Library Association

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Summer 1999

PRESIDENT'S REPORT



Soon Jung

The American Library Association invited 150 delegates to a Congress on Professional Education in Washington D.C. on April 30 and May 1, 1999. The Executive Board appointed Janice Koyama as our official delegate.

The Congress focused on three areas:

- Higher education (issues, changing mission, education vs. training, funding & accreditation of library and information science)
- Library and information studies education (current status and practice, theory and practice, competencies, accreditation and access)
- The profession (roles, alternative careers, recruitment, diversity, etc.)

Mr. Kenneth Haycock, chair of the Steering Committee asked APALA for comments on these issues. I am pleased to share with you our comments in response to ALA.

March 8, 1999

Thank you for the opportunity to submit comments on the three issues described by the Steering Committee. The future of librarianship is of profound importance to Asian Pacific Americans across a continuum of concerns, from

APALA PROGRAM in NEW ORLEANS
Monday, June 28, 1999, 2-4:30,
E. M. Convention Center, Rm 349

"Asian American Library Leaders: an
Endangered Species"

Speaker: Benjamin Wakashige, State
Librarian of New Mexico

Reactors: Ling Hwey Jeng, University of
Kentucky and Kenneth A. Yamashita,
Stockton-San Joaquin County Library.

**APALA business meeting will follow the
program.**

recruitment to job opportunity and career development to advancement. We look forward to participating in the Congress and contributing to next steps.

Issues In Higher Education

- Foreign credentialing is critical to entry into the profession for Asian Pacific Americans in terms of graduate student status. Trends and guidelines used to evaluate applications for admissions and how these differ from campus and department/school offices may be important to track and monitor.

Issues in Library and Information Studies Education

- Outreach to Asian Pacific Americans in specific ways to prepare/recruit library school students and educate the community generally about the role of libraries and the profession in society.

- A graduate student body and professoriate that is ethnically diverse involves concerted and strategic recruitment for faculty and library/information science students; a curriculum that includes service to ethnic groups/communities is also important. A pipeline to promote more Asian Pacific Americans and other ethnic

minorities from master's programs into the Ph.D and faculty track needs exploration and development.

- A curriculum that balances philosophy, technology, and practice; that inspires innovation and builds future leaders.
- A re-examination of the one and two-year programs to address questions about the different requirements for the same MLS degree and what benefits there may be for greater consistency.
- Continuing education for practitioners to keep up to date with new developments and broad, related and interdisciplinary trends, e.g., instructional design and adult learning concepts for library instruction and reference librarians.
- Scholarship programs for ethnic minority graduate students such as Spectrum are critical, particularly if a full two-years becomes the norm for MLS degrees. In this regard, APALA thinks of first generation graduate students from new immigrant groups, Southeast Asians and Pacific Islanders as benefiting from such support.
- Research conducted in library and information studies schools/departments that better relates to the needs of practicing librarians and information professionals.

Issues In The Profession

- A variety of core competency statements reflecting certain constituencies have been publicized (Special Libraries Association; Young Adult Library Services Association; Public Library Association) but there seem to be no coordination within the profession for a grand, revised national statement, if such an effort is appropriate or necessary.
- Continuing diversity education in all types of libraries despite trends, such as California's Proposition 209, which prohibits affirmative action as a factor in education, employment, etc. More "open" and flexible work environments in libraries which encourage a broad spectrum of opinion, communication, leadership styles, hiring appointments, opportunity and advancement are vital to recruiting and retaining ethnically diverse professionals.
- Leadership and executive training to support upward career mobility, e.g., although no longer funded, there was a very successful "Transition in Management" program in California which targeted lower middle managers from ethnic minority groups with potential, helping them to break through the glass ceiling effect and preparing them for upper management positions.
- Revision of the image of the professional to mirror better the societal value and intellectual respect we know the field deserves.

THANKS WITH MUCH APPRECIATION

APALA gratefully acknowledges the support provided by Pratt Institute School of Information and Library Science in publishing this issue of the newsletter.

Librarians With Foreign Credentials and Jobs in USA: Views of a Library Educator

Libraries today are essentially civic and utilitarian patron service institutions. In the same token, the growing complexity in management, operation and services, require appropriate and structured training and background for the professional librarians. This trend is becoming more evident in all the countries of the world.

Starting from the last part of the nineteenth century, formal library education programs have been initiated on both academic and semi-formal level. It is however true, that the growth of such library education programs world wide, was slower during the pre-second world war period. During the second half of this century, there has been extensive change, development and proliferation in the library education and training programs in most countries.

Such development and proliferation can be ascribed to the emergence of faster global communication and exchange of ideas. In many countries, education for librarians was enhanced through academic programs in the universities and academies. Course components of studies have also undergone modifications and changes, as have been considered necessary.

Certain basic contents of library education have however, remained fundamental in all countries. These programs, more or less, lay emphasis on the following:

- a) Appropriate collection building for specific constituencies and specific user and patron groups.
- b) Organization of collection for systematic shelf arrangement and subject identification - cataloging and classification.
- c) Reference service and appropriate help to assist users in utilizing total library resources.
- d) Management of personnel and organizational operation.
- e) Emphasis on becoming familiar with the electronically produced information contents and text in the context of a specific country.

Looking at the universality in library degree programs, it may be assumed that any person coming to the United States and looking for a job would be able to perform professional duties properly.

However, it must be emphasized that overall familiarity and acceptable fluency in English, is an important need for such job seekers from non-English speaking countries. Another factor needs to be focused in this context. That is, the job seekers need to explain and describe the syllabus contents of the courses to which they were exposed and they had pursued in their professional education in their home countries. This is quite important and would be explanatory of their professional background. Finally, librarians with foreign degrees need to cultivate awareness of the constituency and the user specific environment in the potential job situations in USA.

During the 1992 pre-IFLA conference of Asian and American librarians in New Delhi, the need and usefulness of adding explanatory note about course components was mentioned by this author. The suggestion was received very favorably by all the conference attendees from Bangladesh, India, Maldives, Nepal and Pakistan. The explanatory note may also facilitate in understanding the professional background for anyone applying for admission in an ALA accredited programs in US.

In this direction, the best measure would be to impress upon ALA to set up appropriate standards and rules with thorough specificity in evaluating library degrees earned in other countries. APALA may initiate a plan in this matter. One way is through its members who are also members of ALA Council.

Abulfazal M. Fazle Kabir
Clark Atlanta University
School of Library & Information Studies

13 APA SPECTRUM SCHOLARS

Fifty scholars were selected to receive the 1998 Spectrum scholarship. There were 167 applications but only 101 fully met all the criteria. Thirteen Asian Pacific Americans were selected from 21 applications. The other scholars are:

- 21 African Americans from 101 applications
- 15 Latino/Hispanic Americans from 41 applications
- 1 Native American from 4 applications

NEWS FROM MEMBERS

JYOTI PANDIT TO EDIT STORIES

Jyoti Pandit is on a one year sabbatical from State University of New York at Stony Brook Library beginning March 1999. She will edit the short stories for children written by Shri K.M.(Kamalashankar) Pandit, a Montessori teacher, when he visited the United States in 1980. He

died in 1982 and left the manuscript of about 400 written pages to Jyoti.

These stories are based on the Indian classical epics, *The Mahabharata* and *The Ramayana*. The style is unique and meant to provide a rich imagination and inspiration for children of India and other countries. He incorporated folk songs and dance into his story telling.

Ms. Pandit will prepare the manuscript and will include illustrations, explanations of difficult words, situations and cultural differences.

HAR-NICOLESCU At NACSIS, Tokyo

The National Center of Science Information Systems invited Dr. Suzine Har-Nicolescu to present a paper on multiculturalism before a forum on the Study of International Sharing of Japanese Scholarly Information in Tokyo, Japan. Her ten-day visit in early March 1999, included a speech given at the University of Kyoto.

Her paper entitled, "Reaching out to the multicultural world: IFLA and librarians as agents of change," described multiculturalism from a geographical perspective: worldwide (IFLA), national (ALA) and local (New York City).

Nicolescu highlighted the multicultural services provided by the New York Public Library, Brooklyn Public Library and Queens Borough Public Library. She also discussed the multicultural opportunities in Library Science/Studies at Pratt Institute and Queens College.

She gave an overview of the International Federation of Libraries and Institutions and the initiatives it offers multicultural populations. She also discussed cooperation among Asian countries and librarians as agents of change.

IFLA indirectly plays an important role in promoting library services to multicultural populations through its working groups and round tables, and sponsorship of seminars and workshops. In light of technological advances, Nicolescu stressed the need to equip institutions in Asia with adequate resources and to arm librarians with necessary skills that will enable them to meet the challenges.

Nicolescu further stated that the twenty-first century can be viewed as a century of the Pacific Era. The Asian American librarians can serve as bridges, links, energizers to their people through regional and worldwide cooperation.

In closing she said that today's sophisticated world is demanding us to be "a leadership of intellect, judgment, tolerance and rationality, a leadership committed to human values, to world peace and to the improvement of the human condition."

Augurio L. Collantes

FIRST STATE LIBRARIAN

The first Asian American state librarian was Henry C. Chang.

In 1975, Dr. Chang was appointed by the governor of the U.S. Virgin Islands as Territorial/ State Librarian. Subsequently, he became an official member of Chief Offices of State Library Agencies (COSLA). He is now the director of library services at Braille Institute in Los Angeles, California.

KARKHANIS ATTENDS MAYOR GIULIANI'S RECEPTION

The Mayor of New York City, Rudolph Giuliani, issued a proclamation on the contributions of Asian Pacific Americans to American society, to mark the Asian Pacific American Heritage Month. The Mayor and Mrs. Giuliani also gave a reception at the Gracie Mansion on Tuesday, May 18th, in celebration of the Heritage Month. Dr. Sharad Karkhanis was one of the honored guests.

VISHWANATHAM ARTICLE

Rama Vishwanatham collaborated with J.M. Hurd and D.D. Blecic on a study of citation analysis of publications of university molecular biology faculty. The findings were reported in an article published in *College and Research Libraries*, January 1999. The title is "Information use by molecular biologists: implications for library collections and services".

WOMEN OF COLOR

Women of color in librarianship: an oral history, edited by Kathleen de la Peña McCook. ALA, 1998

In 1989, the Committee on the Status of Women in Librarianship undertook an oral history project focusing on women of color. COSWL asked four ALA minority affiliates (American Indian Library Association, APALA, Black Caucus and REFORMA) to select from their members two women each whose stories would be told as oral history. The project selected eight librarians.

The APALA president at the time was Asha Capoor. She submitted the names of Lourdes Y. Collantes and Ching-Chih Chen. They were interviewed during the 1989 ALA Annual Conference in Dallas, Texas. The interviewers were Detrice Bankhead and Christina Hyun (Allen), an APALA member.

The book was finally published by ALA early this year after "a decade of effort."

ETHNIC STUDIES LIBRARY

The Asian-American Studies Library, the Native-American Studies Library and the Chicano Studies Library were founded in late 1960s and 1970s at UC Berkeley. In February 1997, these libraries merged to form the Ethnic Studies Library, making all three collections available in one location.

The Library hopes to publish works of interest to Asian American and Native American audiences in addition to publishing works by/for Chicanos and Latinos. Send inquiries about its publications to:

University of California Berkeley
Ethnic Studies Library
Publications Unit
30 Stephens Hall, #2360
Berkeley, CA 94720-2360

email: csl@library.berkeley.edu

web: <http://eslibrary.berkeley.edu>

IFLA CONFERENCE, BANGKOK, THAILAND

The 65th IFLA (International Federation of Libraries and Institutions) Council and General Conference will be held in Bangkok, Thailand, on August 20-28, 1999. The conference theme is "Libraries as gateways to an enlightened world."

The Conference proposes that "the international library community commit itself to meet the challenges of building a more enlightened world by focusing on the quality of its collection, contents and services; reaching out to all levels and groups of society; ensuring equitable access to knowledge; and strengthening its position on the dynamics of global information market place."

The Conference will be held at the Bangkok International Trade and Exhibition Centre (BITEK). For more information on the conference, the web address is: <http://www.ifla99.th.com/>

VISIT US ON THE WEB AT:

<http://www.uic.edu/~rama/apala>

Flash !! New address:

<http://www.uic.edu/depts/lib/apala>

APALA Policy Manual

June 1999

Mission

The mission of APALA is to provide leadership and a forum that would address the needs and interests of Asian Pacific American librarians and those who serve the APA communities. It will support and promote library services to APA communities.

Guidelines for APALA Officers and Committees

These guidelines are developed to facilitate a smooth and efficient transfer of operations to the new officers after the annual elections.

Although the guidelines reflect the desirability of ethnic, geographic and gender spread in the selection of candidates for officers, awards and scholarships, underlining the criteria is the basic fundamental principle of **merit and qualifications of the candidates/recipients** which would govern these guidelines.

ELECTIONS, APPOINTMENTS & ATTENDANT RESPONSIBILITIES

I. Requirements for Committee Service

1. Officers and chairs of all committees are expected to attend all meetings. Failure to attend two consecutive meetings (Mid-Winter and Annual) without an explanation acceptable to the committee constitute grounds for removal upon request to and approval of the Executive Board.
2. Any member who paid the annual membership due is eligible to be appointed to a committee.

II. Nominations of Officers

1. The Nominations Committee shall seek nominations from the general membership for Vice President/President-elect, Secretary and Treasurer in the winter issue of the *APALA newsletter*. The announcement shall state that the nominations for the elected positions should be sent to the chair and should include the chair's address, e-mail, telephone and fax numbers. The announcement shall also give the closing date for nominations.
2. Only dues paying members in good standing for at least one year can be nominated for any position.
3. The Nominations Committee shall send a form to all persons nominated, asking for specific information about the nominee's professional and educational background, and participation in local, state and national library organizations. The form will also indicate the inclusive dates or term of office (one year for officers, two years for member-at-large of the Executive Board) for which the individual is being nominated. The nominee shall sign and return the form to the chair of the committee. (See Appendices for sample form)
4. The Nominations Committee will select among the nominees at least one candidate, and preferably two candidates for each position. Selection shall be based on merit and qualifications of the nominee. Every attempt shall be made to balance the ticket based on ethnicity, geographic spread and gender.

To promote fairness of representation, a Vice-President/President-Elect from one ethnic group will not be nominated to succeed a President from the same ethnic group.

III. Elections

1. The ballots shall be mailed to the membership within four weeks preceding the ALA Annual Conference.
2. The Committee chair shall report the results of the election including vote tallies to the President during the annual meeting. The chair shall also report the names of the winners of the election in the *APALA Newsletter*.

AWARDS

I. APALA Distinguished Service Award

The APALA Distinguished Service Award is given in recognition of the individual's contributions to the

understanding of Asian/Pacific Americans in any field and/or to an Asian/Pacific American for distinguished service in any field of endeavor.

1. The names of the chair and members of the Awards Committee shall be announced in the APALA Newsletter. The announcement shall include the closing date for nominations and where to send the nominations.
2. Only dues paying members in good standing for at least one year can make the nomination.
3. Nominations shall include a cover letter from the nominator and vita of the candidate. Supporting documents that describe the candidate's qualifications and achievements are welcome but not mandatory.

Procedures

1. The committee shall send a form to all nominees asking for specific information regarding their educational and professional backgrounds, significant accomplishments and outstanding contributions that merit recognition. The form shall be signed and returned to the committee chair.
2. The guidelines for the selection are:
 - (a) The candidate should preferably be Asian, but should not exclude a non-Asian who has made a significant contribution to Asian librarianship or Asian causes.
 - (b) The selection process shall take into account the following:
 - (1) Only one individual be selected for the year.
 - (2) Consideration be given to distribution of awards to both men and women; perhaps alternately each year.
 - (3) The award may not be given if there are no nominees or if the committee decides that the nominees did not meet the criteria for selection.
 - (4) In addition to merit and accomplishments, ethnic and gender spread of recipients be considered to promote fairness of representation in the selection of award winners. An award to a representative of the same ethnic group in successive years is discouraged. It would be appropriate to distribute the list of past recipients to the Awards Committee for their guidance.
3. Consideration be given to developing a simple but attractive plaque and wording so as to save time and expenses.
4. The Awards Committee chair shall inform the President of the progress in selection. Once the candidate is selected, the President shall send a letter to the awardee. The president should get written confirmation from the winner that he/she will attend the APALA program to receive the award in person at his/her travel and hotel expenses. APALA will pay only for the dinner of the recipient of the award and one guest.
5. The awards ceremony shall be short and simple. The President shall present the award.

RELATIONSHIPS TO OTHER ORGANIZATIONS

I. Sponsorship of Programs

When APALA receives an invitation to co-sponsor a program organized by other organizations, groups, or committees the following criteria shall be used:

1. Generally the sponsorship decision shall be made by the membership at the annual or winter meetings. However, in cases where the decision cannot wait until the next membership meeting, the President in consultation with the other members of the Executive Board will make the decision.
2. The purpose and goals of the program shall be similar to the goals and objectives of APALA.
3. APALA shall not be burdened with financial obligations in sponsorships. Financial obligations, if any, shall be brought before the membership for approval.
4. APALA sponsorship is to be acknowledged by the organization in its literature.

II. Joint Programs With Other Organizations

On the basis of past experience, joint programs with other organizations shall be avoided. However, If joint programs are agreed to be presented, the following points are to be remembered:

1. The membership must approve the joint program during the midwinter or annual meeting.
2. All mutually agreed upon arrangements with regard to equitable distribution of expenses for and proceeds from the program, speakers, topics, and publication rights, etc., must be in writing, signed by the presidents/heads of all organizations.

III. Registration

APALA was registered in the state of Illinois. Registration has to be registered every year.

FINANCES

I. Membership Dues

Membership dues may be raised on approval of the membership.

II. Income and Expenditures

1. The treasurer shall submit a financial report during the midwinter and annual meetings.
2. All checks received from dues, contributions, payments for advertisements, publications, etc. shall be made payable to APALA.
3. All invoices for services and materials shall be paid within ninety (90) days.
4. The Finance Committee shall monitor the finances of the association and shall make recommendations when warranted.

DONATIONS

Donations are generally of four types, for APALA programs, and/or for receptions, scholarships and publications. All donations to APALA shall be accepted with **NO STRINGS ATTACHED**.

I. Donations for Programs

APALA programs are self-supporting. Wherever possible, use the available resources in the city where the annual program will be held. Program shall be planned and organized in a most economical manner, with the view towards saving some of the donated money for APALA's future use.

1. All donations for programs must go to APALA's general treasury.
2. All donations and expenditures incurred for programs shall be accounted for with documentation and receipts, and shall be reported separately from membership dues by the Treasurer.
3. Donors must be recognized during the introduction of the program, and in any published materials relating to the program.
4. Only donors shall be invited to the reception or dinner free of charge.
5. Whenever possible, speakers shall be invited from the city where the program is being held so as to avoid unnecessary hotel and travel expenses.

II. Donations for Grants and Scholarships

1. Donations for scholarship purposes will be accepted only after the President advises the prospective donor in writing that any grant or scholarship money shall be awarded by APALA on the basis of merit. Donations will be announced in the APALA Newsletter.
2. The Scholarship Committee will select the winner of the grant/scholarship based on merit and established criteria, not on specific ethnicity or causes.

THE UNIVERSITY OF TEXAS AT AUSTIN
THE GENERAL LIBRARIES

**Head Librarian, East Asian Library Program
The Perry-Castaneda Library**

The Head Librarian is responsible for collection development, cataloging and reference services for the East Asian Library Program, which is housed in the Perry-Castaneda Library. The Library Program collects Chinese, Japanese and Korean materials in the humanities and social sciences with a collection size of approximately 90,000 volumes. The position reports to the Head Librarian, Technical Services Operations Division.

The Perry-Castaneda Library is the main library of The General Libraries, The University of Texas at Austin, with emphasis on the social sciences, humanities, business and education. For more information on the Library, see UT Library Online at <http://www.lib.utexas.edu> or the Asian Studies Program, see the Asian Studies Network Information Center (ASNIC) at <http://asnic.utexas.edu/asnic/index.html>.

RESPONSIBILITIES: Collection development responsibilities include selecting materials in all formats of Chinese, Japanese, Korean, English and other Western languages relating to East Asian studies, working closely with faculty, students and other bibliographers assessing their research needs. Other Collection development responsibilities include developing and maintaining effective working relationships with vendors, libraries and research institutions, initiating and sustaining appropriate arrangements for obtaining materials through donations and exchange programs and participating in the Area Studies Cluster for bibliographers. Cataloging efforts include determining priorities for processing and collection maintenance, cataloging and overseeing the East Asian cataloging operation and participating in the Bibliographic Control Management Group. The Head Librarian is responsible for providing bibliographic and reference assistance and consultation to faculty, students and staff conducting research in East Asian studies, coordinating and implementing user education in subject areas related to East Asian studies, participating in the library's instructional programs and developing and maintaining East Asian subject pages for UT Library Online. Other responsibilities include the supervision of 1.5 FTE support staff.

REQUIRED QUALIFICATIONS: MLS from an ALA accredited program or an advanced degree in East Asian studies or equivalent. Fluency in Chinese or Japanese with working knowledge of the other. Experience working with East Asian materials in an academic library.

PREFERRED QUALIFICATIONS: Fluency in both Chinese and Japanese with a working knowledge of Korean. Experience with automated cataloging of CJK materials. Thorough knowledge of Library of Congress standards and practices. Familiarity with current library technologies including database searching. Collection development experience. Ability to converse effectively with faculty, students and library staff. Excellent written and verbal communication skills. Supervisory experience. Ability to exercise initiative in a changing environment, demonstrated potential leadership, ability to work independently and as part of a group in a collegial setting with staff from other areas of the library and the University.

SALARY: \$42,000 - \$51,000 annually or more, depending on qualifications and experience. No state or local income tax. Competitive benefits package. Retirement plan options. To ensure consideration, applications should be received by July 1, 1999, but will be accepted until the position is filled. Women and minority candidates are encouraged to apply.

Send a letter of interest and resume, including the names, addresses and phone numbers of three professional references and a statement of salary requirements to:

**Carol J. Sisson
The University of Texas at Austin
The General Libraries
P.O. Box P
Austin, TX 78713-8916**

An Equal Opportunity/Affirmative Action Employer
Job number: 99-05-04-09-0080



Asian / Pacific American Librarians Association

– Affiliated with the American Library Association –

MEMBERSHIP APPLICATION FORM

RENEWAL:

NEW MEMBER:

NAME: Mr./Ms./Mrs./Dr.

LAST _____ FIRST _____ MI _____

POSITION _____

ORGANIZATION _____

MAILING ADDRESS _____

CITY _____ STATE _____ ZIP _____

TELEPHONE (Office) _____ Home _____ Fax _____

EMAIL _____ WEBSITE _____

HERITAGE _____

DUES: Personal (\$10.00) Student (\$5.00) Institution (\$25.00)

Please make checks payable to: **Asian Pacific American Librarians Association**

Please return this form with your check to:

Katherine Wong
University of Oklahoma Libraries
401 W. Brooks
Norman, OK 73019-0528

The APALA Newsletter is published quarterly (Spring, Summer, Fall, Winter) by the Asian Pacific American Librarians Association.

Articles for the next issue should be sent to:
Sandra S. Yamate
Telephone: 773-478-4455
Fax: 773-478-0786

Deadline for submission is August 10, 1999.

Issue editor: Lourdes Y. Collantes
Assistant editor: Suzine Har-Nicolescu
Copy editor: Arturo Y. Collantes

NEWS FROM ASIA

- Korea Research Information Center (KRIC) has renewed its subscription to OCLC First Search for 197 universities and research institutions in Korea.
- The National Digital Library Consortium of Republic of China (ROC) has purchased FirstSearch for use by 97 universities and research institutions in Taiwan.
- Tsinghua University in Beijing subscribes to FirstSearch under the sponsorship of The China Academic Library Information System (CALIS).

APALA Newsletter
c/o L. Y. Collantes
SUNY at Old Westbury
P.O. Box 229
Old Westbury, NY 11568

FIRST CLASS MAIL