

of American gays/lesbians and women.—*Jim Elledge, Columbus-Cuneo-Cabrini Medical Center, Chicago, Illinois.*

**Studies in Library Management.** V.5. Ed. by Anthony Vaughan. London: Clive Bingley; New York: K. G. Saur, 1979. 168p. \$12. ISBN 0-85157-265-0 Bingley; 0-89664-400-6 Saur.

A collection of essays, this work attempts to examine many different aspects of management of libraries. Since most of the authors are British, the work has a decidedly British orientation. This presents some different approaches to viewing management of libraries but does not hinder the book from being interesting and provocative.

The first article, by Louis Kaplan, looks at professionalism in libraries. Professionalism, a major concern of librarians worldwide, is seen by the author to be achieved only when the field has "expanded [its] humanistic and scientific knowledge." A profession operating in a bureaucracy, as does the field of librarianship, can achieve professional authority only through the attainment of professional status. Kaplan presents some interesting arguments to support this thesis. The article should prove to be the basis of lively discussion in libraries throughout the world.

Harrison Bryan examines various methods of organizing staff in large academic libraries. Drawing upon experiences in the United States, Britain, and Australia, he examines the advantages and disadvantages of organizing by function, subject, and committee. He also studies the impact of these organizational structures on job satisfaction, communication, and new forms of technology. His conclusion is that, no matter how the library's organization finally evolves, librarians will not fail to study how the organizational structure ultimately has an impact upon the service given to the library's patrons.

Management by objective (MBO) is the subject of K. H. Jones' study. Jones presents a history of MBO and the terminology associated with this school of management. The essay attempts to apply these concepts to libraries. Unfortunately, the presentation at times is unclear and difficult to follow. This article is the weakest in the collection.

Stephen Roberts examines the importance of communication to good management. He presents various theories of communications and how communication flows can influence the management of both human and materials resources. He concludes that communication is important to management, so that the manager can "apply the right degree of regulation in accordance with objectives and tasks." Achieving this goal is the difference between job satisfaction and job dissatisfaction of the staff. The article will engender much discussion among staff in libraries everywhere.

Libraries in the Third World are the focus of the essay by Manil Silva. Silva states that, to manage these libraries, one must be able to deal with shortages of materials, equipment, and supplies as well as staff untrained to deal with these situations. The article points out that library schools in more highly developed countries should be aware of these differences when training students from the underdeveloped countries.

Liz Chapman studies the use of role playing in management. Recounting the experience of a workshop at Brunel University, Chapman demonstrates how role playing can enlighten staff members to the problems faced by colleagues. The article is an excellent presentation and can be easily applied in a variety of library settings.

Theorizing that librarians' view of the world influences how they view their roles as librarians, Adrian Mole states that these views also influence library management. Mole outlines four different views (conservative, technocratic, liberal, and radical) and examines their impact on scientific management, participatory management, and professionalism. This article, too, should evoke lively discussion throughout the profession.—*Mary Scherger Bonhomme, Stellite Division, Cabot Corporation, Kokomo, Indiana.*

Clasper, James W., and Dellenbach, M. Carolyn. *Guide to the Holdings of the American Jewish Archives.* Publications of the American Jewish Archives, no. XI. Cincinnati: American Jewish Archives, 1979. 211p. \$20. LC 79-63392. ISBN 0-87820-007-X. ISSN 0190-7417. (Avail-