

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-

able from: Ktav Publishing House, Inc., 75 Varick St. [431 Canal St.], New York, NY 10013.)

Since its inception in 1947, the American Jewish Archives (AJA) at Hebrew Union College in Cincinnati has become the focal point for documenting the history of American Jews.

Jacob R. Marcus, the archives' first director, writes in the foreword to the *Guide* that the volume is to enable researchers to gain an idea of the scope and variety of material in the American Jewish Archives and is intended especially for those who do not have ready access to the AJA's five-volume *Manuscript Catalog*.

The *Guide* is divided into four sections: manuscript collections; microfilms from other repositories; theses, dissertations, and essays; and special files. Manuscript collections comprise the largest part. Among the unusual holdings: a petition to appoint a Jewish chaplain in the Union Army; a genealogical record from Utah that traces a family's ancestry "theoretically" to King David; the papers of Sophie Tucker (no doubt stored in asbestos-lined boxes); and, of course, the records of now-forgotten early immigrants (peddlers, tailors, Indian traders) as well as prominent professionals and merchant princes.

Researchers will value the section devoted to local records. Here are listed the constitutions, minutes, and membership and burial records from scattered congregations in the Caribbean beginning in the early 1600s and the first congregation in New Amsterdam (New York City) founded by those fleeing the Inquisition in Brazil. One is struck by the number of far-flung synagogues established in the early United States: Savannah, Georgia (1790); Charleston, South Carolina (1800); New Orleans, Louisiana (1829).

One-half of the *Guide* consists of seven appendixes and an index; however, not all the names in the appendixes appear in the index. The failure to identify the people listed in the biographies and correspondence files limits their value as finding aids. This becomes apparent when we are confronted by such common Jewish names as Charles Goldberg, Henry Mayer, Samuel Rosenblum, Jacob Cohen. The names may be familiar to specialists in American Jewish

history, but how is an undergraduate to know them?

A list of abbreviations would have avoided the necessity of spelling out with regular monotony such long names as Hebrew Union College-Jewish Institute of Religion. The same applies to the names of the various states of the union.

The researcher is left wondering why the Bernard M. Baruch file is only 0.3 inches thin or why Sol Bloom, who served twenty-six years in the U.S. Congress, has only eight thin folders. In the published *Manuscript Catalog* an inserted reference informs the reader that the major Baruch collection is at City College Library, New York City (Bloom's is at the New York Public Library). Such notes at critical places would have answered questions arising in the investigator's mind.

Most of the typographical errors occur in German names (e.g., *ei* and *ie*). This is regrettable, since so many Jewish names are of German origin.

Confronted by more than six million pieces in the AJA, the editors have given us a limited sampling, and while they do not explain the basis for selecting material to be included, it appears that the major collections are present and edited into succinct entries. For libraries not possessing the *Manuscript Catalog*, the *Guide* serves only to stimulate the researcher's interest to the entire collection.—Kurt S. Maier, Washington, D.C.

Stineman, Esther. *Women's Studies: A Recommended Core Bibliography*. With the assistance of Catherine Loeb. Littleton, Colo.: Libraries Unlimited, 1979. 670p. \$27.50 U.S. and Canada; \$33 elsewhere. LC 79-13679. ISBN 0-87287-196-7.

Williamson, Jane. *New Feminist Scholarship: A Guide to Bibliographies*. Old Westbury, N.Y.: The Feminist Press, 1979. 139p. \$15. LC 79-11889. ISBN 0-912670-54-1.

Women's Studies is a massive undertaking that lists over 1,700 items to support women's studies programs. The annotations, given for all items except periodical articles or special issues, are critical as well as descriptive and often cite other items. The inclusion of price, ISBN, and/or LC card number renders this bibliography invaluable