

further argues that the "noise" in more complex information systems is not statistically independent of the signals but instead is tightly bound to them; the result is that Shannon's methodology for treatment of noise is not applicable either. In agreement with the view that Shannon's theory is adequate for information science, Barnes proposes a generalization of Shannon's measure to accommodate uncertainty in the signal probabilities. Zunde contrasts that measure with other theoretical constructs—such as Zipf's law—based on the principle of least effort.

Section 2 turns to artificial intelligence. Suppe continues his discussion from Section 1 by examining adaptive systems as examples of artificial intelligence, especially as means for dealing with complex sources of noise and error. Rieger follows that by considering the adaptive mechanisms involved in interpersonal communication, and Hayes-Roth examines the specific example of "ambiguity" in communication and in pattern matching as the central tool in information retrieval. Heilprin concludes the section on artificial intelligence by proposing quasi-mathematical models of domain mapping to describe those problems.

Section 3 turns to the recipient of information and examines different contexts, including formalized logic and aesthetics, in which user interpretation becomes the means for handling noise, ambiguity, and pattern matching. Section 4 continues that theme, but considers it in the larger frame of reference—the methodologies for observation and interpretation, as means for formalizing both.

Information science is a diffuse field, with a diversity of interpretations. This volume adds an additional set of perspectives, so it has that value at the least. It also reiterates some of the more common interpretations, such as that of Shannon's communication theory, but without adding much to our knowledge of them. To that extent, therefore, it simply repeats what has been previously presented.—*Robert M. Hayes, Graduate School of Library and Information Science, University of California, Los Angeles.*

Garoogian, Rhoda, and Andrew Garoogian. *Careers in Other Fields for Librarians: Successful Strategies for Finding the Job.* Chicago: American Library Assn., 1985. 171p. paper, \$12.95 (ISBN 0-8389-0431-9). LC 85-15800.

Aside from the lucky few who received a calling at the age of six or seven, who can refrain from wondering at some point in their lives if they have selected the right career? Librarians are not unique in experiencing that reflection nor are they unique in deciding to change careers as a consequence.

The Garoogians' book is a guide for those who have decided to move out of library science and into another field. With general advice and specific practical details the authors confront the obvious problem of applying one's skills and training in librarianship to requisites and job descriptions in other fields. Their method is to consider numerous job descriptions and to identify and "translate" the skills in demand into the strengths developed by librarians.

The Garoogians frequently refer to similar manuals and include a three-page bibliography of current books and articles on the topic. Predictably, they place considerable emphasis on the information needs of other sectors of society and the obvious information strengths of librarians. Unlike other manuals, such as *Careers in Information* by Jane F. Spivack (White Plains, N.Y.: Knowledge Industry, 1982), *Careers in Other Fields for Librarians* recognizes and promotes the qualities that librarians possess in addition to information skills. The Garoogians adapt a seven-page table published by the American Library Association entitled "List of Professional Library Tasks" to equate job responsibilities in nonlibrary fields with traditional library skills. They they apply the comparisons to specific job descriptions such as "Political Research Analyst for a State Legislator."

A major portion of the book relates library skills and experience to the information and management needs of four areas of opportunity: business, government, education, and entrepreneurship. Within each area the authors analyze dozens of


job descriptions to identify qualities comparable to those developed in librarianship. Helpful perspective appears with frequent tips, such as the observation that the transition into government may be easier than into business because a librarian may feel more comfortable with the emphasis on service rather than profit. On the other hand a timely caveat cautions that present cutbacks in federal spending may hinder the availability of government jobs for some years.

The section on employment techniques is equally specific and detailed, including exercises in "Want-Ad Analysis" and a list of thirty-one key words to look for in the classified sections of newspapers and journals. Observing that only 15 percent of jobs are ever advertised, the authors also identify informal methods such as creating one's own network through individual contacts and making use of the information interview. The latter approach

informs the inquirer about a particular institution or position but is unrelated to an immediate opening. A table that lists leading factors for rejection of applicants shows what employers seek to avoid.

The Garoogians' book is aimed at librarians who are considering a career change, but those who have no intention of leaving librarianship might relish the comments and perspectives on their profession. Also, supervisors and directors within libraries may find the analyses of skills, comparisons between job descriptions, and hints on interviewing techniques to be of practical value. All librarians should find chapter 2, "The Private and the Public Image," of interest, because the authors look not only at popular stereotypes facing the career-changing individual, but also at often heartening observations of what librarians have revealed about themselves. For example, the authors cite the results of an inventory

Spring, 1987


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described in *Stereotypes and Status: Librarians in the United States* by Pauline Wilson (Westport, Conn.: Greenwood, 1982), which compares librarians' interests favorably with those of practitioners in "art, law/politics, music, public speaking, and

writing" and other "verbally oriented occupations." This is not such bad company to be in; perhaps the career changers would like to reconsider.—*Laura Fuderer, Memorial Library, University of Notre Dame, Indiana.*

ABSTRACTS

The following abstracts are based on those prepared by the ERIC Clearinghouse of Information Resources, School of Education, Syracuse University.

Documents with an ED number may be ordered in either microfiche (MF) or paper copy (PC) from the ERIC Document Reproduction Service, P.O. Box 190, Arlington, VA 22210. Orders should include ED number, specify format desired, and include payment for document and postage.

Further information on ordering documents and on current postage charges may be obtained from a recent issue of Resources in Education.

Committee on the Records of Government.

Report. American Council on Learned Societies, New York; Council on Library Resources and Social Science Research Council, Washington, D.C. Sponsored by the Alfred P. Sloan, Andrew W. Mellon, and Rockefeller foundations. New York: 1985. 182p. ED 269 018. MF—\$0.75; PC—\$14.40.

A privately sponsored and privately funded committee was organized to identify and propose means by which governments at all levels might rid themselves of needless and wasteful records while ensuring the preservation of that fraction of the documents deserving to be kept. The committee concentrated on problems and solutions within the federal government, but the principles underlying the conclusions and recommendations can be adopted by individual states and localities. This report of the committee includes an introduction and sections on: "Development of Records Management"; "Records Management 1950-1984"; "Computer Generated Records"; "Special Characteristics of Electronic Records"; "Information Resource Management"; and "Importance of Leadership." Five major conclusions and three detailed recommendations complete the report. A draft of a proposed executive order is at-

tached as well as a list of participants and additional interviewees. Appendixes include overviews of the government records programs and conservation efforts, a technology assessment report of the National Archives and Records Service, and additional information, including significant related legislation and regulations; selected surveys and studies; elements of a comprehensive government records program; principles for state archival and records management agencies; National Archives and Records Service appraisal guidelines; and examples of federal government records schedules. An index is provided.

End-User Searching Services. SPEC Kit 122. Washington, D.C.: Association of Research Libraries, 1986. 134p. ED 269-022. MF—\$0.75; PC—Not available from EDRS.

In mid-1985, researchers contacted librarians at twenty-three United States and Canadian universities to determine what end-user activities were taking place with the involvement and cooperation of the library. Although most of those contacted were members of the Association of Research Libraries (ARL), a few non-ARL libraries known to have active end-user programs were also called. This Systems and Procedures Exchange Center (SPEC) kit contains information on the SPEC telephone survey (questions asked and libraries contacted); one grant proposal (University of Illinois); five program descriptions (Cornell University, Memphis State University, Pennsylvania State University, Texas A&M University, and University of Pennsylvania); four examples of publicity (same libraries as above except for Pennsylvania State); nine sets of instructional aids and references tools (same libraries as program descriptions—two items from Pennsylvania State—plus Drexel University, Johns Hopkins University, and University of Ottawa); six evaluations/questionnaires (Cornell, Drexel, Memphis State, Pennsylvania State, Texas A&M Universities, and University of Ottawa); and a select bibliography. A brief introductory sum-