

NEWS LIBRARY

News

Vol. 14, No. 4/SPRING 1992

DATAWAVE

The Benefits of Investigative Reporters & Editors

By Olive Talley

With the explosive growth in computer-assisted reporting, the need for partnerships between reporters and librarians has never been greater.

While many of the country's top investigative reporters readily acknowledge the contributions of their colleagues in the news library, many more reporters have yet to forge trusting relationships with their library staffs.

Cross membership with groups such as Investigative Reporters & Editors could help to build such a bridge.

IRE is a non-profit organization with the goal of promoting better journalism through investigative or in-depth reporting. Through national and regional conferences, the bimonthly *IRE Journal* and other forums, IRE members share tips, techniques and advice for improving the quality of journalism.

At the cornerstone of IRE is the concept of journalists helping journalists. More and more, research and library staffs are playing a larger role in that process.

Proof of this emerging partnership is reflected in the growing numbers of news librarians and research professionals who have joined the ranks of IRE membership in recent years. They include: Nora Paul, library director at the Poynter Institute for Media Studies, Debbie Wolfe, news researcher at the *St. Petersburg Times*, and Judy Sall, reference editor and Tim Wyatt, researcher at *The Dallas Morning News*, to name a few.

Paul, a frequent speaker on computer-assisted reporting at IRE conferences, said librarians can gain a valuable understanding of the mindset of reporters and editors through IRE.

"It's an opportunity to go behind the scenes and see how the reporters are thinking and the problems they encounter doing the job they do," she said.

"Usually the interaction between the reporter and library is a small slice of the process the reporter and editor go through in developing the story. But if the news librarians understand more of the whole scope of the process, then they can probably be more of a helpful partner in it," she said.

While research and library staff have been viewed as interlopers and "just sort of tolerated" in the news gathering process in the past, Paul said reporters and editors are realizing "we have a real value and expertise that can facilitate what they do."

Wolfe agrees.

"It's a beneficial tool to belong to groups where you can network and freely share information regarding access, manipulation, analysis and so forth," Wolfe said.

"The newsroom types could benefit from the networking among the news librarians, and it's a benefit for news librarians to understand more about why reporters and editors want to have access by personally accessing the database or just getting the information.

"Basically speaking, there's so much to keep track of, reporters can no longer be solo efforts," Wolfe said. "They [reporters and editors] are going to have to learn team journalism."

In a 1989 thesis for the University of South Florida, Tampa campus, Wolfe studied how electronic technology is changing the role of news reporters and librarians. Within a decade, she predicts, computerization of information will force a merger of the two jobs.

"The whole aspect of computerized information is what is going to bridge the two professions," she said. "It revolutionized the newsroom when we went to word processors. This is going to be an even bigger revolution."

While the need for better partnerships

THE INSIDE STORY

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A SPECIAL REPORT on the state of the news library. Three writers explore how we can help ourselves by helping others and strategies for maintaining service in the face of staff cuts,

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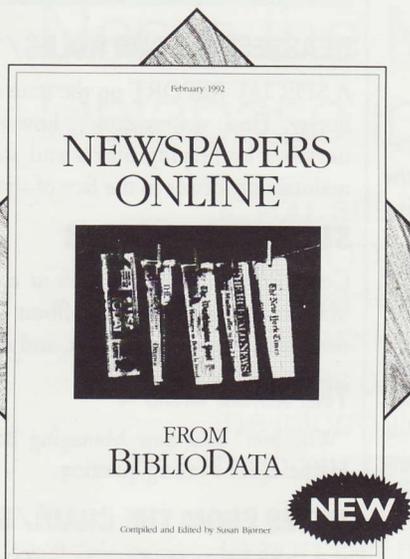
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By Colin Preston

As this column goes to bed Garry Trudeau has been highlighting "OPO", a George Bush re-election campaign research team of "database commandos" in "Doonesbury". This seems yet another case of Life imitating Art. The material I've squirreled away this issue is by and large grist for Roland Hedley and his ilk's political media mill.

Interested? Call Colin Preston for more information at 604-662-6855. FAX: 604-662-6878.

Thanks to my editor's astute tip I was led to a Washington, DC- based hog heaven of resources for political junkies, tapeheads and the aforementioned database commandos. For starters, these folks on Pennsylvania Avenue SE publish "*CAMPAIGN Magazine*", a monthly trade magazine for politicians. They cover the waterfront of polling, campaign contribution information (who's giving what to whom), the status of federal and state races and analysis of media campaigns. "*CAMPAIGN Magazine*" is worthwhile for its classified listings of political cottage industries noted in the "*Campaign Services Directory*", from computer services to focus groups, media consultants to political humor.

Political tapeheads will be well served by "*CAMPAIGN Magazine's*" Video Sales Department. They compile a weekly VHS collection of "major presidential, congressional, state and initiative campaign commercials" aired the previous week and win the award for best video series title: "See Spot Run." They also publish a "Best of ..." series of political commercials on VHS covering political campaigns since 1984. For more information, phone 1-800- CAMPAIGN.

The computing arm of this outfit, Aristotle Industries, offers an array of products. After noting their "Voter List" CD-ROMs and "CAMPAIGN Manager II" FEC disclosure software, I began to dwell on the possibilities their "FAT CATS" and "Wheels" CD's could yield to an enterprising journalist. The former contains records of the half million-plus contributions made to federal candidates. "Wheels" is a series of CD-ROM disks listing licensed drivers in many states. I'd be curious to compare the currency of address listings for drivers compared to the information afforded by city directories.

All of the above, "*CAMPAIGN Magazine*", its Video Sales Department and Aristotle Industries are located at 205 Pennsylvania Avenue, SE, Washington, DC 20003. ■

My own stumblings on in the world of news libraries and journalism led me to IRE, "Investigative Reporters & Editors, Inc." I have the feeling that all of you out there have been using IRE's resources for years, but opening their package of resources was like Christmas for me. "*Reporter's Handbook*", "*IRE Books I-IV*" and the "*Investigative Journalist's Morgue*" were a treasure trove for our resource starved library and newsroom research/assignment desk.

"*The Reporter's Handbook: An Investigator's Guide to Documents and Techniques*", second edition, should likely sit on every available newsroom library and reporter/editor's shelf. Chapter headings such as "Following the Paper (or Computer) Trail", "Finding a Government Document: An overall strategy" are followed by the all-important "Documenting the Evidence". Chapters are amply rounded out with reading lists and suggested print resources. A 5-page bibliography nicely wraps up this tome.

"*IRE Journal*", their bi-monthly publication, covers the journalistic gamut from articles outlining specific investigative stories to thoughts on journalistic ethics to practical advice (e.g. "Money Chase: How to find out what's in the pockets of a politician's coat"). I'm particularly indebted to "*IRE Journal's*" Executive Editor, Steve Weinberg. His annotated bibliography in the November-December 1991 issue is a model of clarity pointing out useful resources in the journalistic miasma we're all attempting to find our way through. More information? Contact IRE, 100 Neff Hall, School of Journalism, University of Missouri, Columbia, MO 65211. [And take a look at Olive Talley's article included in this issue of NLN.] ■

Enough professional material for now. This column's tribute to Popular Culture is "*Psychotronic Video*", a quarterly collection of film, book and record reviews and profiles of cultural B-celebrities (David Carradine, Russ Tamblyn, James Coburn, John Astin, Susan Tyrrell). Bonus information includes annotations of off-beat videos (e.g. "*Killer Nerd*", "*Gwar Live from Antarctica*") and "*Fanzines*" (e.g. "*Brutarian*", "*Crime-beat*", "Simply Divoon" "A Celebration of the Life and Career of Jayne Mansfield") and the best celebrity obit section I've ever encountered. On Michael Landon, "No actor since Lucille Ball has received so much press because of their death." And Der Bingle's twin son Dennis Crosby: "He was the second Crosby son to kill himself."

The magazine and an 800 page "*The Psychotronic Encyclopedia of Film*" are available from: Psychotronic, 151 First Ave., Dept PV, New York, NY 10003. ■

My first reaction to the offer of *News Library News* editor was "Why me?" After all, didn't I have 101 excuses not to get *that* involved? Weren't there 800 other members who might have more expertise, more time, more contacts, more *anything?*

Then I realized I was sounding very much like the taxpayers referred to by former U.S. Senator Russell Long when he was chairman of the senate finance committee: "Don't tax you, don't tax me—tax that fella behind the tree!"

We do have a large and growing membership and face it, *most* of us rely on "that fella behind the tree" to serve on committees, run for office, work on NLN, raise hell with AP on electronic photos, bartend in the division suite, and on and on...

So I decided it was only right to "tax me" on this—and only right that I tax as many of you as I can as well! *NLN* is the easiest way, and for some the only way, for us to keep current with the good, bad, fun, frustrating, old stuff, new stuff that *is* news libraries...but "you and me" have to do it.

I encourage every one of you to drop me a note about what you would like to see in *NLN*, and don't forget to include a line on how you can help make it happen.

— Mona Hatfield

Incoming Managing Editor



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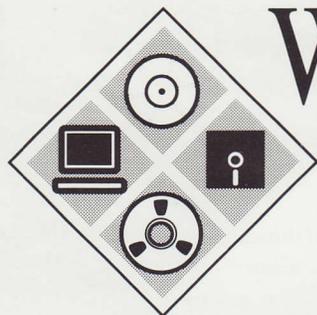
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Notes From The Chair

SAN FRANCISCO

There was excitement in the air at the SLA annual conference in June. The SLA and News Division programs in San Francisco promised something for every news librarian. From Monday's SLA keynote address by management expert and author Nancy K. Austin, to Wednesday's News Division program on "FOI vs. Privacy and the News Library," this conference offered a whirlwind of ideas for the information professional.

Program chair John Cronin and his committee had planned a full agenda for news librarians that included image storage and transmission technology, Pacific Rim information, the librarian's image, and a program on broadcast librarians' interests. There was much value in this conference that it was hard to put a price on it.

Director of Education, Teresa Leonard, organized a stimulating continuing education program on computer assisted reporting, featuring database maven Barbara Quint. To begin a "CAR" program or to obtain an important update on the hardware and software of computer assisted reporting, Sunday's course was a necessity and profitable.

The News Division held its annual business meeting at 1:30 p.m. Monday, June 8. The meeting included topics important for member participation, including: new projects to be funded, bylaws vote, automation committee report on image archiving and AP standards and membership services.

This was a chance to express opinions and make changes.

News Division Executive Board meetings were scheduled for 7:30 - 9:00 a.m. Monday and 11 a.m. - 12:30 p.m. Wednesday. Members were welcome to attend.

Due to cost and time considerations, the News Division hospitality suite was open Tuesday through Thursday nights only. Arrangements were made to post meeting places and times for those wishing to gather for supper and discussions on the other nights.

ELECTION SNAFU

By the time you receive this newsletter you will have received and returned ballots for News Division officers — the returns are not available for this issue's deadline. I apologize for the delay and inconvenience this has caused. Several illnesses, tight schedules, and job changes including my own, delayed the election mailing.

JFORUM

JForum offers online communication with reporters, editors and news librarians — but we need more news librarians to logon and try out the system. You can upload information, or "stock" the library, on JForum if you have news or views to share.

Contact Pete Basofin for CompuServe access to JForum. If you need further details on using the service, call Nora Paul at 813-821-9494. Nora will be demonstrating JForum on Tuesday, June 9, in the News Division hospitality suite.

FAREWELL AND THANKS

This is my last column as News Division Chair. I will miss the opportunity to "talk" with each of you through these pages.

It's been an extremely busy year coping with technology changes, scheduling overload, job changes, recession, membership growth and new communication forums.

I look forward to seeing as many of you as possible in San Francisco. As I change hats there to Director of Awards, I hope I'll hear your ideas for Cincinnati's awards program in 1993.

To each and every one of you with whom I have worked, I offer my thanks for being helpful, considerate and thoughtful. I have enjoyed the camaraderie and benefitted from the network tremendously, and I look forward to continued service to the News Division. ■

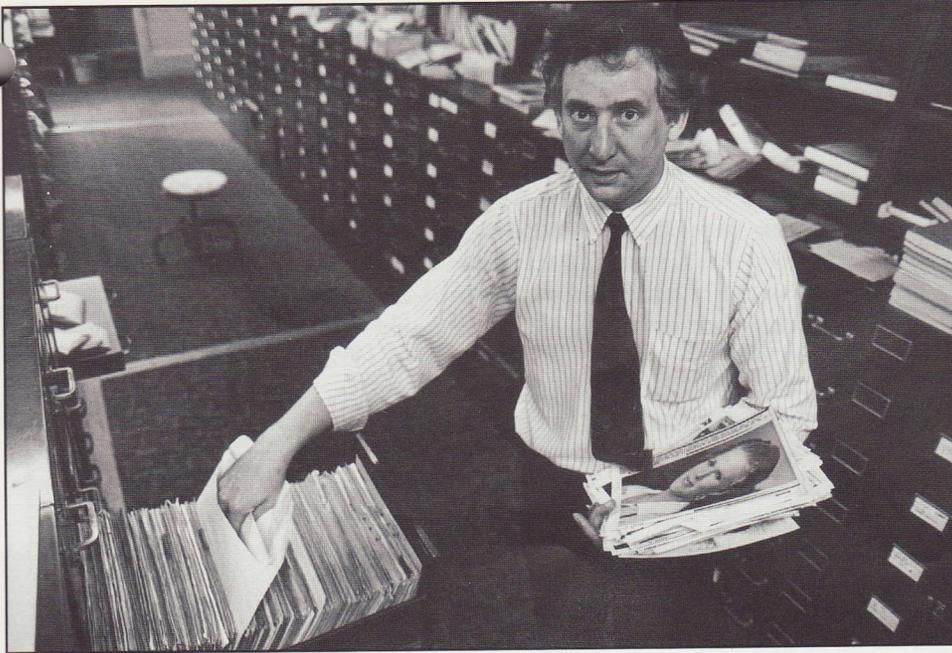


By Margaret Neu



SPECIAL LIBRARIES ASSOCIATION
83rd ANNUAL CONFERENCE • SAN FRANCISCO
JUNE 6-11, 1992

WHO WE ARE



Steve LaVoie files in the Tribune's photo collection. Tribune Photo by Patricia Yablonski

Vital Statistics:

NAME:

Steven LaVoie

TITLE:

Librarian

COMPANY:

The Oakland Tribune

EXTRA! EXTRA!: LaVoie's weekly column, *Time Capsule* is so well received that the paper runs a house ad, complete with LaVoie's photo and quotes, advertising the column. Neat.

Would-be poet Steve LaVoie was working in a downtown San Francisco insurance office when he got fed up and took off for Europe. His travels landed him in Cedar Rapids, IA, where he worked as a reference assistant at the public library.

He decided to get his MLS, enrolled at UC Berkeley and after graduation was hired at the *Marin Independent Journal* when the first choice candidate for the job walked out after one day.

Since 1989, Steve has been at the *Tribune*, where his responsibilities include research, database searching, processing data for transmission to DataTimes, photo selection and retrieval, filing, and marking the paper. Since that's not quite enough to keep him busy, LaVoie writes a weekly Eastbay history column, *Time Capsule* and a daily "factoid box."

Lately he participated in compiling information for a Tribune-published book about the Persian Gulf War. ■

STILL TIME TO GET MUGGED!

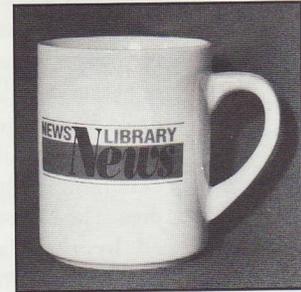


Photo by Leslie Brett

News Library News mugs are still for sale! Mugs are available from the incoming editor of *News Library News*, Mona Hatfield.

If you missed the chance to buy a mug in San Francisco send \$5 to:

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Library, *The Advocate*,
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People



By Mona Hatfield

In the Limelight

Kirsten Smith, librarian at *Southam News*, was one of three finalists for Canada's National Newspaper Award. She participated on a team of journalists, editors, and graphic artists nominated for the Special Project category award for "Nobody's Children", a series of 14 stories examining problems facing the world's children. The National Newspaper Award, presented by the Canadian Daily Newspaper Association, is considered the Canadian equivalent to the Pulitzer Prize. Kirsten is particularly pleased with her inclusion in the nomination because she is *Southam's* first professional librarian.

Rose Vormelker was honored for her dedication to teaching and to the special libraries profession with a presentation of the Honorary Alumna Award by the Kent State University School of Library and Information Science. She is currently an adjunct professor at the Kent State SLIS and is one of two members for whom the News Division's student stipend award is named.

Raising Recognition

CNN library director Kathy Christensen has been named Vice President for News Archives and Research, a new position that raises the library to a corporate level, rather than serving under a news vice president. Kathy oversees CNN's main library in Atlanta, as well as the archives in Los Angeles and New York and the research and archive library in Washington, DC.

Gail Bulfin, assistant library manager at the Fort Lauderdale *Sun-Sentinel*, has been promoted to assistant city editor. She will continue her role as coordinator of Project Reader Awareness (*NLN* Winter 1992) and will work on specific research projects and editing. The library has lost an assistant manager, but the newsroom has gained a great advocate of the library's talents and usefulness.

Overlooking the Obvious

Mea culpa, mea culpa! In the last issue we detailed News Division members holding chapter offices around the country and managed to miss the fact that our own Catherine "Kitty" Scott, senior reference librarian and information specialist for the Smithsonian Institution Libraries is SLA president-elect.

Moving On

Monteray Nelson has retired as chief librarian at Oklahoma Publishing Company. She started her career in 1946 and was a pioneer in installing electronic databases. Her sister, Mary Jo, also retired and the sisters shared a videotaped "roast" at a retirement party hosted by the newspaper. Monteray is maintaining her membership in SLA and may be contacted at her home: 3308 North Utah Avenue, Oklahoma City, OK, 73112. Phone (405)946-6994.

Carolyn Hardnett accepted a buyout offer after six years as director of library services for the *Baltimore Sun*. She hit the ground running and is now Carolyn Hardnett, Hardnett Communications, a research service for freelance journalists and writers. To hear the joys of life after newspaper librarianship, call Carolyn at (410)435-3403. FAX (410)435-4982.

Elizabeth Whisnant resigned as library manager of *Newsday* and has returned to Columbia, SC where she hopes to find gainful employment or use her library skills to research the ten best methods for winning the *Reader's Digest* Sweepstakes. Her address is 1536 Tanglewood Road, Columbia, SC 29205. Phone (803) 779-6761.

Anne Legett has accepted a job with Pennington Oil Company and is creating a library of the personal collections of owner C.B. "Doc" Pennington. Her address is Pennington Oil Company, Inc., One American Place, No. 1012, Baton Rouge, LA 70825. Phone (504)383-3412.

Terri Redderson retired as Library Manager at the *Seattle Times* April 24. She had been with the *Times* library for 11½ years; serving the last five as Library Manager. Terri plans to do some traveling over the summer, including a return to her native New Jersey. In August, she will return to Seattle to begin work on a pair of independent contracts she has established.

Indexing Insights

The Indexer, reviewed and abstracted Barbara Newcombe's article, "On Newspapers and Indexing" (October 1991). The same issue of the British journal also contained a lengthy article, "Newspaper Indexing: An International Overview" by Nazir Ahmad. Ahmad critiqued 11 newspaper indexes and discussed five additional indexing methods. ■

LEGISLATIVE ACTS DATABASE

By Mona Hatfield

Following politics, particularly statewide politics, probably ranks among the top five hobbies for citizens of Louisiana.

The Advocate library staff handles reference calls from every kind of person about what's happening in the legislature, and one problem we've always encountered is finding complete text of the final action taken by the legislature and the governor in the most recent session. Lexis, Westlaw, other online sources and publications don't update their statute indexes quickly enough for immediate turnaround on those questions.

We are solving that glitch by creating an Acts of the Legislature Database. Our Information Systems department receives the acts on floppy disk from the secretary of state's office once they are signed by the governor. The files are formatted for publication as legal advertising because we are the official journal of the state.

Information Systems then passes a copy of the files to us. We put a template on the top to capture

pertinent data: date signed, original bill number, author's name or names, and so forth, and then we load the files into a Basis database.

The Basis software is used in our news database as well, so reporters are already familiar with the searching syntax. Also, a welcome message describes search examples for the various fields available (I always feel you can't give too much information!).

In-house access to this database is going to be a great boon for the library, our capitol bureau, and our editorial writers. We are also exploring whether to offer fee-based access. Law librarians, especially from our state supreme court library, as well as public librarians, have expressed interest in that service.

Though the details of fee-based access haven't been ironed out, all money generated will be credited to the library's budget and will help us justify expenditures in other areas. ■

We Listen.

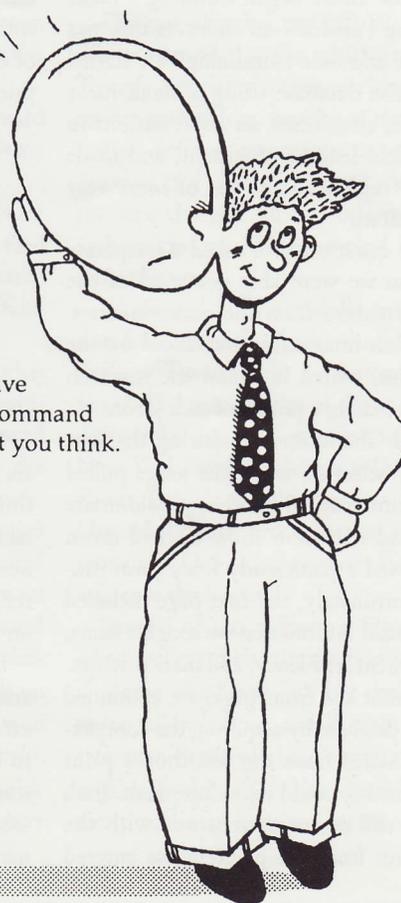
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Covering the William Kennedy Smith trial: The Palm Beach Post approach

By Mary Kate Leming

The nation's attention focused on Palm Beach during the William Kennedy Smith rape trial. Needless to say, while the nation's attention was focused, the media's attention was riveted. The library staff of the *Palm Beach Post*, anticipating an overwhelming demand for information, sought ways to provide innovative information services. The William Kennedy Smith Trial Jury Database and the Media Watch column were library endeavors which were particularly successful.

The Database:

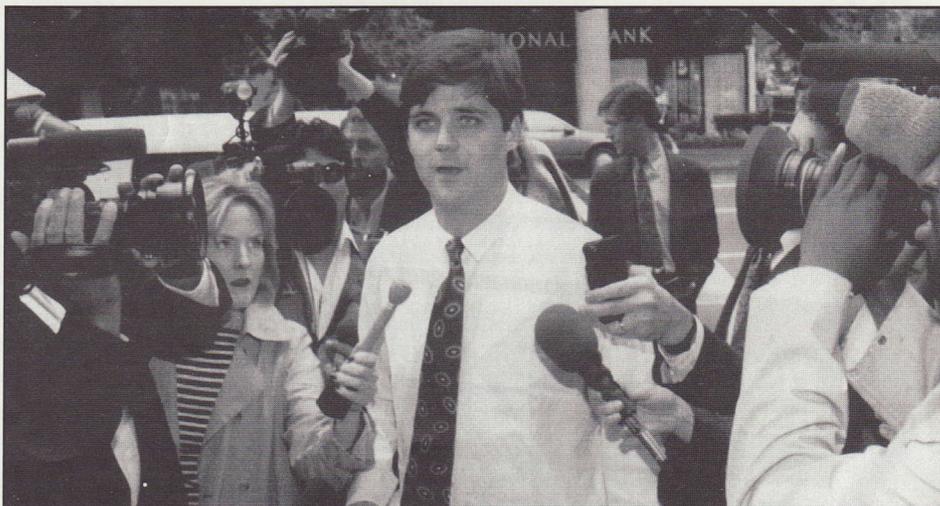
Long before the Smith defense team engaged the best jury selection expert that money can buy, we had decided to let our readers know about the people who would decide the guilt or innocence of William Kennedy Smith. Our readers would know the ages, occupations, religions, political preferences, and criminal records of each juror.

Before the jury selection began, the assistant systems editor and I began building a juror database using Paradox—an endeavor that was both difficult and time consuming. We started structuring the database using a blank juror questionnaire, established set abbreviations to help make field lengths consistent, and made 87 separate fixed headings out of some very lengthy questions.

The juror questionnaire asked 87 separate questions, so we were able to get most of the needed information from the questionnaires. Every question imaginable was asked on the questionnaire, which lessened the research required for creating a profile of each juror.

Lady Luck abandoned us during the first week of jury selection when the judge pulled the entire front page from the questionnaire after a tabloid television show tracked down and interviewed a particularly feisty juror candidate. Unfortunately, the first page included most of the vital information we sought: name, age, employment, residency, and marital status.

Even without the front page, we continued to build the database by acquiring the completed questionnaires from the courthouse print shop as fast as they could reproduce them. Each evening, as the reporters returned with the questionnaires from the printers, we entered



William Kennedy Smith surrounded by media. (1992 Associated Press Photo)

the juror-provided information into the database. It was a daily chore to identify which questionnaires were still being considered, and which had been excused.

The first round of jury selection narrowed the juror pool to 37 persons. We were immediately able to use the database, supplemented with reporter notes, to compile a general profile of the jury pool. The jury profile looked something like this:

- * About 25% are Catholic, as is Smith
- * They watch 11 hours of television a week
- * Half attended college
- * Most consider themselves leaders, not followers
- * Golf, reading, fishing are favorite leisure time activities
- * Five consider John F. Kennedy their favorite public figure.

The database was later used to identify the six jurors and two alternates who would sit through the trial. In some cases we were able to take information from the courtroom reporter's notes and cross reference that information to the database. This gave us further information on the jurors.

Implementing the database, the usual library arsenal of peoplefinder resources, and some excellent investigative reporting, we were able to identify all eight jurors, and provide our readers with a profile and photograph of each. Obviously, it took a team effort to cover this national media event, but by using the speed

and flexibility of an in-house database, we were able to beat our competition—and beat them faster.

Media Watch Column:

The Smith trial budget included an item that asked what other media were saying about the trial and Palm Beach. It was immediately apparent that information flow was critical so that the night librarians would not be running around on deadline calling New York newspapers to determine which one ran the headline, "Willie The Wolf."

The editors needed to see what other media organizations were writing the same day, so we could not depend on online database services. Plus, we were interested in television coverage as well as newspaper and magazine coverage. No one source would provide the information needed so we organized an information retrieval system with the following:

Local Newsstands:

These provided us a same- and next-day visual representation of how other papers were running the story. "Dan the Newstand Man" held aside all papers with trial coverage. A second stand provided international papers and magazines.

Journal Graphics:

Provided next-day transcripts of major television news and talk show transcripts. We provided a profile which was monitored daily by

ROLLING WITH THE PUNCHES: Covering the Mike Tyson Trial

By Sandra Fitzgerald

Shira Kavon, our dedicated service representative. She faxed transcripts of all programs that matched the profile — these were invaluable for providing television quotes in the column.

Media Credentials:

By keeping track of who had applied for media credentials, we knew which media organizations to monitor. The list was a springboard for a story that discussed the number of credential requests, and which major media organizations did not apply in time for courthouse coverage.

Subscription Wire Services:

The Atex system was programmed to capture all incoming William Kennedy Smith copy and route it into a special queue. Wire copy was monitored for interesting commentary.

Reciprocal Arrangements With Newspapers:

After establishing which media organizations would be covering the trial, we called the library directors at these publications to ask if they would fax their stories each day, in exchange for ours. It took at least one hour daily to copy and fax our stories to the 10 publications with which we exchanged. The editors loved watching the bulldog editions of the Northeast papers roll into the newsroom at 2:00 a.m. Every library I contacted agreed to help, and the results were crucial to the success of our "Media Watch" column.

All of the information from these sources was compiled daily and noteworthy passages were culled and typed into a real-time, dated file. Our t.v. reporter added notes on local television coverage, and our society writer monitored local radio talk shows. These files were then edited and compiled.

By scanning and compiling all of this external information we were able to chart trends and reactions in outside media coverage. We realized that we had left a couple of stones unturned in our coverage and these stories were quickly added to our trial budget.

Though both endeavors were time consuming, the benefit to the newsroom and contribution to the daily product were worth it. ■

When former heavyweight boxing champion Mike Tyson was accused of raping a beauty pageant contestant in Indianapolis last July, the breaking story jolted the Indianapolis Newspapers library into high gear.

Reference services to meet the anticipated needs of *The Indianapolis Star* and *The Indianapolis News* reporters needed to be planned and executed as the story developed. We also expected reference requests from other newspapers and magazines, broadcast media, and the general public. Identifying time-saving ways to manage the increased reference demands without seriously disrupting daily library business became a priority.

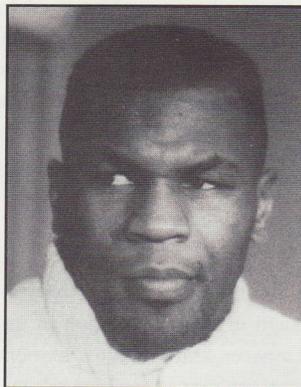
Our Plan of Attack:

* We stressed good communication between day and night library staffs, and between the library and both newsrooms.

* We decided in advance how we would handle requests from outside media and the general public.

* We decided on consistent use of subject terms, keywords, and categories for stories filed in our in-house electronic database to enhance and simplify retrieval for our reporters and commercial subscribers.

* When the story broke, we discussed what our reporters might want. We met to brainstorm anticipated newsroom needs, and created a file in our Atex front-end system for the information we were compiling in advance. Information was added as librarians responded to questions from both newsrooms. Material from microfilm, books, and clipping files went into the electronic file as the story progressed from accusation through indictment, jury selection, trial and sentencing, to current stories on appeal efforts. Reporters could access the Tyson file from their desks, or call the library for help. Librarians repeatedly used the file as a quick reference source, saving valuable time for more



Tyson (1991 Associated Press Photo)

in-depth questions — and the unexpected.

* The unexpected happened when the Indianapolis Athletic Club, a downtown club housing the jurors, caught fire on February 5, resulting in three deaths. During the investigation that followed, the librarians answered questions about the club's history, the last major downtown Indianapolis fire, and the last time a fireman

was killed in the line of duty.

* We searched commercial databases on a variety of subjects requested by reporters. Librarians saved copies of search results and shared information whenever possible.

* We established photo file headings and cross references to tie together story principals.

* To cover our bases, we borrowed several books on Tyson from the public library.

Did our planning pay off? We think it did. We've compiled a file which includes Mike Tyson's biography, previous charges and accusations against him, profiles of the accuser, trial judge, defense attorneys, prosecutors, and jurors; a trial chronology, and a chronology of the rape charges. All this information will be archived in our library vertical file when the story plays out.

We fielded and successfully answered a question from Australia about which Indiana penal facilities Tyson might be sentenced to if convicted. We sent profiles of the trial judge, local defense lawyer, and prosecutors to London, New York, and Washington D.C. Questions about Tyson's weight, his connections with Donald Trump, jury selection methods, and rape cases filed in other states became normal reference challenges.

Several of our reference librarians, when asked, believe their contribution to this national media event was "no big deal." But then, we're talking about a staff who managed the reference needs of their newsrooms, and the outside world, when Dan Quayle landed the vice-presidential nomination! ■

Image Archiving Gets Attention at Digital 92

By Kathy Drewke and Elyse Eisner

Several News Division members attended Digital 92, the National Press Photographers Association's digital imaging conference.

Lon Cooper of the *Dallas Morning News* moderated the image archiving panel. Panelists included Lany McDonald of the *News and Observer* and Karl Kuntz of the *Columbus Dispatch*, as well as representatives from Kodak, Leaf Systems, Tribune Publishing Co., and AXS/Optical Technology Resource.

McDonald stressed the importance of including news librarians in the design of electronic photo archiving systems and services, and pointed out that news photo databases are marketable products with income potential.

Kuntz demonstrated, via a slide presentation, how electronic images are stored at the *Columbus Dispatch*. The images are stored on optical disk and referenced by a paper printout of the image with its file number and caption. These printouts are filed in a binder. It may be a symptom of our failure to communicate that our own photo editor thought this was a pretty good idea, until we reminded him that we already have over 5,000 images stored on optical disk. Helluva binder.

The possibility of an AP remote archive was also discussed. One suggestion is that AP would

AXS for some \$12,000 offers only two significant improvements over our clunky Search system that cost \$200

store all transmitted images for a specified time — 30 days, for example. An AP librarian-selected subset of these images would then be chosen for long term storage, and member librarians could also select images they wanted saved. It was our impression that images tagged by member librarians would be saved in the centralized AP archive without having to be moved into local systems. Users would be able to access the AP photo archive, view low-resolution thumbnails that matched their search criteria, and then request a high resolution transmission of selected images.

The costs associated with searching the AP

photo database were not discussed, but might be an interesting point of discussion.

The need for standards and compatibility between systems, and vendor discussion of their system merits rounded out the presentation.

Four archiving systems were demonstrated at the trade show. Tribune Publishing Co. demonstrated Photoview, a text-based system that allows switching back and forth from the photo archive to the text system, Newsview. Photoview allows for online cross-referencing, but it retrieves a group of captions rather than a selection of thumbnails. Searchers can view the photos sequentially. The company is working on networking the system to remote sites.

The AXS system is a spiffy one, with all fields fully searchable and the ability to view low resolution thumbnails and previews, including caption information, quickly. However, when asked if the system would support an online thesaurus, two different AXS reps told us, "We're into photo archiving, we're not in the database business."

DataTimes is now marketing AXS, which is beta testing at several large papers, and perhaps their experience with user input will be beneficial. Meanwhile, in our view, AXS for some \$12,000 offers only two significant improvements over our clunky Search system that cost \$200.

We were impressed with the Leaf Preserver system, which allows Boolean searching — as do the others — and switching from the incoming AP file to the archive. We liked its ability to batch photos in the active file for sending to the archive. It is also accessible from remote sites with a Mac and a modem. The price, according to Bob Caspe, is \$40,000 to \$50,000 - way out of our league this week. BUT—there is also a Hypercard version for about \$1500, which Caspe said would do all the larger system does, except support multiple users. This version was not demonstrated because of some problems loading the program.

Kodak showed a nice little jukebox system that holds 10,000 images, but so far it has no retrieval software. Images are stored on compact disk, and can be stored at five different resolutions. This is a consumer product, Kodak says, but it has commercial applications. It needs a little work before it will be of serious interest to news librarians. ■

WANTED: LEAD INFORMATION SPECIALIST/REFERENCE

The *Seattle Times* is seeking a Lead Information Specialist who is responsible for coordinating reference services and for training reference staff. Qualifications include a master's degree in library or information science, plus 5 years combined professional/supervisory experience; fluency in relevant technologies and ability to master new ones. Preferred: Experience in developing library-related computer applications; strong interpersonal skills.

WANTED: LIBRARY MANAGER

The *Seattle Times* is seeking a Library Manager who, as part of News Department management, establishes library objectives and priorities, manages operating and capital budgets, participates in exploration of new technologies and manages revenue-producing database resources. Qualifications are: master's degree in library or information science, plus 5 years combined professional/supervisory experience. We're looking for a realistic visionary who leads by word and by example, has a varied professional background and excellent interpersonal skills.

To apply for either position, send a letter of application, a resume, salary requirements and references to:

JJ Wilkerson
Human Resources Dept.
Seattle Times
PO Box 70
Seattle, WA 98111

CD-Roms For a Tight Budget

By Barbara Ellenbogen

One of the challenges of every news librarian these days is to maintain high quality and diversity in the reference collection while trying to keep up with changing technologies during tight budget times.

Over the past few years, CD-Rom has become more readily available to librarians. Because of the steep prices associated with some of these products, not all special or small libraries can afford them.

Recently, several less expensive CD-Rom products have become available through lesser-known publishers and entrepreneurs.

The *USA Today* library added our first CDs to the collection last year. We chose carefully because of limited budget resources, planned what the purchases should accomplish, and decided to look for CDs which would:

- fill information gaps in the collections
- enhance existing collections
- provide color and graphic capabilities
- require little updating
- require little training to use effectively

Since many CDs cost well over \$1000, we were also looking for products which were affordable, and would not tie us into an annual subscription renewal of several thousand dollars.

Though several newspapers are available on CD, we decided not to order many of them since so much of our online searching is for current data not yet available on disc. We did not want to risk duplicating our expenses by continuing to incur online search charges in addition to CD-Rom subscription charges.

The only newspaper we decided to buy on disc was the *New York Times*, produced by UMI. Now we only search Nexis to access current *New York Times* or files not available from other vendors.

Hopefully, by purchasing the *New York Times* on CD, we would be able to reduce re-

spective online searching.

We discovered the Bureau of Electronic Publishing, who publishes a catalog of reasonably priced CDs. We ordered several from them including:

The U.S. and World Atlas. This includes topographical, political, regional, and state maps, as well as charts and graphs which provide demographic information.

Multimedia World Fact Book. The Fact Book provides 248 country profiles including geography, maps, and demographics.

U.S. History on CD. Contains the full text of 107 books relating to U.S. history. Subjects covered include criminal justice, the Iran-



Contra affair, NASA, presidential proclamations, and Watergate.

Mammals: A Multimedia Encyclopedia. This *National Geographic* CD contains in-depth information on 200 animals, over 70 pictures, and 255 authentic vocalizations.

McGraw Hill Science and Technical Reference Set. Includes the *McGraw Hill Concise Encyclopedia* and the *McGraw Hill Dictionary of Scientific and Technical Terms*. These CDs cover all aspects of science and technology, from astronomy to zoology.

To obtain more information about these CDs contact:

Bureau of Electronic Publishing
141 New Road
Parsippany, NJ 07054
Phone (201) 808-2700

University Microfilms, Inc.
300 North Zeeb Road
Ann Arbor, MI 48106

Before spending precious money purchasing compact discs, consider the following:

- What is the initial subscription or purchase cost?
- What are the recurring costs, if any, for regular updates?
- Are regular updates available? How frequently is the product updated?
- Is there a discount if the product is already being purchased in another format?
- Is this material available from more than one vendor?
- Are there licensing requirements?
- Can the product be connected to a network?
- What subject areas does the material cover?
- Is the information accurate and timely?
- How thorough is the indexing?
- What other sources available in the library already cover this topic?
- What sources could this

CD replace?

- Is the searching software for the CD compatible with other systems we now use?
- Is the product easy to use?
- If the product will not run on existing hardware, what additional hardware do we need?
- How many CDs will we receive each year?
- Is there good user support?
- Will the purchase impact online searching costs?
- Will reporters be trained to use the products themselves? Is there a workstation in the library that can be dedicated for CD-Rom searching? ■

NEWS LIBRARIANS: Winning the Newsroom Battle by Deciding Not to Fight

By Steve Proulx

We expect a lot from ourselves as news librarians. We work hard to exhibit professional behavior, especially in the face of the often immature actions of our stressed-out customers. In a business full of wizened old "characters" and spoiled children, we strive to stand out as articulate, well-educated and well-balanced individuals. Considering that we also work in the information...no, make that the *communications* industry, we might be forgiven for thinking we deserve some unsolicited recognition and respect.

But, while it is true there are some instances of library appreciation the fact is that our profession really isn't breaking through the newsroom barriers.

Librarian involvement in computer-assisted reporting, journalism's newest bandwagon, would appear to confirm that we really haven't come very far. Though we have been supplying a form of computer-assisted research to the newsroom for more than a decade, the only contribution most librarians have been able to make to this new enterprise would appear to be the traditional library function of acquiring new material. This is progress?

Feeling ignored and unappreciated we tend to turn inward. We adopt the psychology of the victim, and assume we are to blame for our low standing in the newsroom hierarchy. We worry about our "image", how "they don't understand us", and how "unfair" they can be.

How do we change this adversarial relationship? How do we defeat those forces that seek or are content to keep us in a narrow subservient role?

We can start by admitting we have allowed ourselves to occupy an untenable position. Editorial staff sometimes uses us as a punching bag because we are an easy target, and because we let them. The same reporter who swore undying gratitude one day may scream in outrage the next. And the day after that, who is still bitter over the incident? Not the reporter.

This is the environment in which we work,

and the newsroom is unlikely to change it. The change, if it comes, will come from us.

Obviously the game we are playing with the newsroom is about power. The newsroom understands power because it understands fear: the fear of failure, the fear of embarrassment, the fear that comes when someone knows something you don't.

When reporters approach the library they may feel, perhaps even subconsciously, a chance to exert the power they don't get to use in the newsroom. In the building and writing of their stories the reporters are controlling their worlds. It is not surprising, then, that not only are they reluctant to reveal what they are working on, they may take a supercilious attitude on how we should help them find it. NOW! Because "I'm on DEADLINE!"

They relinquish this control — and its fleeting power — when the story is turned over to be edited. It is just our good luck the reporters come to see us at the height of their authority. And more good fortune ensures we also get to deal with the news desk — one of the acknowledged seats of power in the newsroom — to hunt for accompanying art for equally demanding (and often even more grizzled) editors.

Some of us have tried to handle the newsroom through confrontation, by playing power games of our own. But editorial has more experience in this game, and may react very quickly to any perceived

threat. We are accused of building empires, or of trying to dictate to the newsroom, in a wave of unpleasant backlash we are ill-equipped to handle.

There is worse to come with this approach. One of the more unfortunate side-effects has been the occasional appearance of librarian-as-dictator. Denied the recognition and power due our positions as managers, there is a temptation to meet our need for power through arbitrary control and domination of our own staffs.

Though it is undoubtedly unfair to some men, it does not take much exaggeration to see the power hungry newsroom as an expression of decidedly male characteristics. Without pushing the metaphor too far, this view can be useful as

"...the fact is that our profession really isn't breaking through the newsroom barriers."

we create a way to break out of an abusive and dependent relationship.

If we can assume the newsroom is male, the library is most certainly female. Supportive, nurturing and rational, librarians concentrate on win-win solutions rather than the I-win-you-lose attitude of the newsroom. In attempting to play hardball with the newsroom we therefore go against our instincts and deny our natural ability to achieve consensus.

Though usually unwilling participants, we have allowed ourselves to compete in a game where the winner is the one with status and power. The only way we can win — and the only way the organization can win — is by refusing to play the game.

Let's play a new role. Let's trumpet the values of neutrality.

Librarians know everybody — in departments throughout the building. People like talking to us because we listen to them as well as help them. We build trusting relationships wherever we go, at every level in the organization. We do this naturally, and it gives us a view of the news organization that is far wider than that of most other departments. We shouldn't take it for granted.

It is time we used this global view to assist the whole organization achieve its goals as an information provider. News librarians should broaden their efforts beyond the newsroom and assist other departments in the organization. Advertising, marketing, circulation, and promotion each have some support services — why not contact them and offer our help? If nothing else is gained we could explain how the newsroom works, but there should be lots of room for information services they currently lack. Even the provision of an index to the news products of their own organization will likely come as a welcome shock to staffers accustomed to flipping pages of hard copy or doing without.

In the process of reaching out to the rest of the building we should be able to construct some bridges for the newsroom.

This is crucial, because the neutral approach being recommended here does not abandon the newsroom. Far from it. The central theme of this argument is to help the newsroom overcome its internal and external paranoia.

For despite all of our difficulties with the newsroom, the newsroom's problems with the

rest of the organization are far greater. The often arrogant and willful editorial department is under increasing attack from the rest of the company, and needs our help.

If we can forget our power struggle long enough to look around us, we will discover we already have the tools necessary to succeed in the new organization that is struggling to take shape. There is an increasing demand within the building for better communication systems and for people who can translate the need for information into tailored packages of knowledge.

The newsroom is not so lucky. Just look at the new emphasis on customer service as

one example. What department is least capable of being polite to our customers? Yep, dear old "I'm-on-deadline." Which department in the newspaper is having the most trouble adjusting to the obvious fact that television has taken the immediacy out of the news? Right again.

Our loyalty will remain with the newsroom; love is after all, supposed to be blind. But, our new mandate has expanded to include the entire news organization, and we should use the opportunity to help the newsroom overcome its xenophobia.

They probably will not thank us for our trouble, but we should be used to that by now. Instead, we should be able to work for the greater good, and define our own rewards. We are now on deadline, too. ■

"...despite all of our difficulties with the newsroom, the newsroom's problems with the rest of the organization are far greater. The often arrogant and willful editorial department is under increasing attack from the rest of the company, and needs our help."

IS LESS MORE? Lessons learned from a library down-sizing

This article is based on a talk given before the Management Division of the District of Columbia Library Association on February 13, 1992.

By Susan Fifer Canby

In 1989 the National Geographic Society's library was faced with this challenge: significantly reduce staff without seriously impairing essential services to the Society. Impossible?

To give you some background: in addition to the news collection of 2 million clips, the library houses 65,000 books, 150,000 maps, 1,500 atlases, 1,300 periodical titles, and computers with access to the major database services. Library resources are used by the Society in preparing magazines, books, television programs, news features, atlases, maps, globes, films, software, and other educational products. The library's two reading rooms are open to the public as a research facility.

Management knew they wanted us to cost less, but didn't know how to direct us to accomplish this. We helped them with the downsizing plan while continuing to provide essential services to our customers. Library staff was reduced from 33 in 1988 to 28 in 1991 through attrition and retirements. Here are some of the lessons learned when the National Geographic Society library downsized.

PLAN AND EDUCATE

Set goals and direction for your staff, to help them feel empowered and to view the mandated change as an opportunity.

From the beginning, keep a chronological notebook of all cutback-related memos, such as those explaining the mission of the library and how it contributes to the organization's work. You will be asked repeatedly for the same information, with slightly different wrinkles. It is important to keep repeating the message as simply as possible: library staff are knowledgeable and the library provides essential, efficient, and personalized service.

Watch how other successful divisions within your organization and other libraries nationwide face this challenge. Study how they are accomplishing cutbacks without impairing service and adopt what you can.

Keep your staff informed of nuances and

changes in the environment —if they hear only rumors, they will worry.

PROVIDE MANAGEMENT AND CUSTOMERS WITH INFORMATION

Ask your customers what they want most. Conduct a survey if necessary. This will help you know how they understand library services. You can then emphasize what is most important to the library's users.

Identify and address management's key concerns and misconceptions. For example, management may think that researchers can use other city library facilities for free or that researchers could borrow their own material from local libraries or that everything is available online, rendering clip files archaic. None of these were true in our case.

Keep communicating! Send the managers of your biggest user divisions a one- or two-page memo reminding them about the services they depend on from the library. This gives them the ammunition to make a case when senior management asks them about you. Suggest ways they can reduce their costs or use the library more effectively. Encourage staff to take library training and orientation.

TARGET THE FINANCIAL PEOPLE

Target the people with the most influence on the bottom-line, especially if they view the library as strictly for editorial and of no direct value to them.

Give briefings to the business side of the organization that illustrate how the library can provide information on people, products, companies, and finances. Interview a key person in one of the business divisions to learn of one or more areas that need research. Once you have determined their information needs, analyze how you could answer these needs in terms of information you have on hand, online services, and ways to use library-supplied information as a springboard to external sources or contacts.

Present your findings and include a tour of the library. In our case, we felt many of the non-editorial staff assumed our library could only answer questions about volcanoes, zebras, and early explorers. Now the marketing staff asks us for company profiles and product comparisons, the building services department is

receiving current information on the Americans with Disabilities Act, and the legal department receives downloaded agency rulings and statutes.

IDENTIFY NICHE SERVICES

Look at your strengths in relation to the voids in the organization to see where you can contribute leadership — possibly in research, teaching, and database skills.

- **Research:** Introduce training classes and special staff meeting briefings on using the library more effectively — and therefore less expensively. We teach regular classes on how to use the library's online catalog, CompuServe, and CD-Roms, and we conduct research classes in the use of special collections.

- **Database Expertise:** Lend your systems librarian's expertise to other divisions to help implement and coordinate additional uses of the existing system.

ENHANCE THE COLLECTION

Selectively add materials to the collection on change, budgeting, management, building a stronger workforce, writing reports, setting goals, giving clear instructions, and issues that managers in other divisions will be interested in. Be sure to read about these topics from the magazines and books you are buying.

WHEN REDUCING STAFF

Ask each library employee to participate in identifying the aspects of his or her job that would support the new vision and reduce duplication. Then empower them to make the changes. Make reductions in service that you always felt made sense, but which might not have been politic before. Tie reductions in staff to specific reductions in service, so that management recognizes cause and effect. As you reduce services and staff, take the opportunity to rearrange duties, reconfigure and upgrade jobs, and train personnel.

MAKE YOUR EFFORTS KNOWN

Publicize your successes in the library's newsletter, annual report, and in memos.

While no one would vote for downsizing, it need not spell doom for the library and its staff.

COMMON GROUND

The Library In Today's News Organization

By Kathy Bushkin
and Susan Riker

News Library News asked the management of a management-supported news library to describe what gets management's attention, what makes an impression, and what they expect from news librarians. They respond in Common Ground.

The library in today's news organization is as essential to successful news gathering and dissemination as reporters are.

This is not an overstatement. The news library performs many functions for a news organization, and it must stay current in terms of technology, databases and search techniques as well as the news. So what makes the best news libraries and librarians successful?

Being On Top of Current Events and Anticipating Needs

Libraries involved in the news-gathering focus of their reporters succeed best. At *U.S. News & World Report*, the library staff stays well-informed both about the news we cover and the special enterprise issues we are tackling. They keep a newspaper clipping service going plus a current awareness service to keep reporters up to date on beat news they may have missed.

Specialization

At *U.S. News*, a reference staffer is assigned to each of the magazine's major sections and attends section planning meetings. The assignment to a section helps them become familiar with both the subject matter and the style of each reporter in the section.

Service With A Smile

The news librarian's philosophy must be one of service — structuring staffing, collection, hours, and

even physical space to meet the needs of the news organization. Some librarians think of themselves first as news department employees, and others think of themselves first as library professionals; they need to be both.

A Sense of Urgency

Librarians need to understand deadlines and help reporters meet them. Showing the same sense of urgency that a reporter feels sends the right signal and gets the job done. A comprehensive search which takes too long isn't useful to a reporter with a deadline. As in many things, the perfect can be the enemy of the good.

Participation in Planning

If the library waits for requests, it's already behind the game. Participation in meetings where stories are planned and assigned gives the librarian a jump on getting the information that will be needed.

An Ability to Suggest Ideas

Most news libraries are excellent service organizations, providing what is requested in a timely fashion. The truly involved news library staff is also capable of proposing ideas to augment stories. Often the library is best equipped to know of resources which could provide a chart, graph or timeline.

Outreach

At *U.S. News*, there is a committee made up of reporters and editors to provide feedback and guidance to the library staff on its work. The library regularly sends information to the staff about additions to the collection, new databases, or polling information. User surveys have been done to

find out where service could be improved, leading to concrete changes.

Technological Leadership

Today's news librarians need to be information specialists. Reporters need new and more complex forms of information. They need data from the census, from the Federal Election Commission, from government agencies. Most reporters have received excellent training on reporting and interviewing skills, but few know how to tap into databases for story ideas or facts. The library has a real opportunity to lead its news organization into the future by providing the technology and developing the skills to use it.

News libraries which have the qualities we have described deserve management support. And management *will* support a news library — by making more resources available and by encouraging ideas and directions set by librarians — if they show they can keep up with the fast pace of journalism.

In the last six years, the library's role at *U.S. News* — and probably most news organizations — has increased dramatically. And so has its budget. All of what we have discussed costs money, but it is some of the most effective spending we do. The library serves all parts of the magazine, including the business side. It enhances our investment in every reporter. It is critical to our future. ■

• Kathryn Bushkin is Director of Editorial Administration. Susan Riker is Editorial Business Manager.

The Benefits of Investigative Reporters & Editors

CONTINUED FROM PAGE 1

between reporters and research departments has been evident for some time, the urgency to forge that relationship at *The Dallas Morning News* became clear three years ago after researcher Wyatt and three senior reporters attended a computer-assisted reporting seminar co-sponsored by IRE.

"The benefit we got out of it was establishing a better rapport with the reporters," Wyatt said. "It got us together outside the newsroom. It led to a better relationship between the staffs and ... it helped lay the foundation for getting research staffers involved in projects from the beginning."

As one of the reporters involved, I feared I would never catch up or understand this constantly changing new technology. I was relieved to learn that the reference department was already on the cutting edge in using online databases. We're still working to shore up our capabilities in designing and using our own databases.

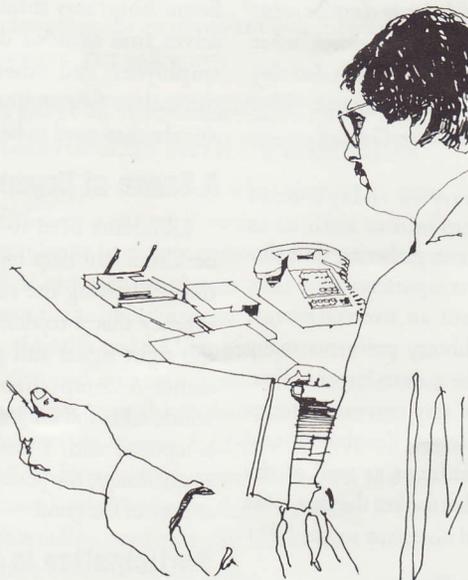
So much for the theoretical benefits of cooperation. For an annual fee of \$30, IRE membership provides some practical advantages:

- * Access to IRE's resource center containing more than 8,000 investigative stories from newspapers, television, magazines and radio on a vast array of topics. Reprints and tapes can be obtained for a nominal fee. IRE currently publishes an index to its clip file, but we're planning this year to establish an electronic bulletin board service containing abstracts, full text of articles from *The IRE Journal* and other data about IRE.

- * A subscription to *The IRE Journal*, a bimonthly magazine devoted to the issues and techniques of information-gathering. Recent articles have dealt with the high cost of data, a new bulletin board for whistle blowers, tips for investigating health risks of poultry, and analyzing campaign finance documents.

- * Discounted rates toward the purchase of other IRE publications, including *The Reporter's Handbook*, a detailed, 500-page guidebook to obtaining and using public documents, now in its second edition. We also publish the *IRE Book*, which summarizes major stories from our files, describes how the stories were done and offers advice for planning similar projects.

- * Access to our membership network. IRE



members routinely call each other for advice, help, or tips on researching stories. Each year, members are sent a roster of IRE's nationwide membership, currently totalling about 3,400. We're also developing a network of international members. As a result of last year's national conference in Chicago where we offered a day-long program on international investigations, we've come up with a directory with about 300 names of reporters around the world who want to help each other on stories and projects.

- * Member prices for conferences. Each year we hold a four-day national conference as well as two or three regional conferences. These conferences are a great way to learn and share new techniques and strategies to improve reporting.

This year's national conference was June 11-14 in Portland, OR. For the first time, the conference provided IRE members hands-on experience with the tools of computer-assisted journalism. A computer practice room was staffed full-time throughout the conference with the latest equipment: computers with 9-track tape drives for practice in accessing government databases, computers with modems for online services and bulletin boards, and a computer for building your own databases.

This practice room was in addition to a separate room where commercial vendors of computer software, hardware and online services displayed their wares.

During a full day of panels on Thursday, June 11, leading practitioners addressed the

present and future of computer-assisted journalism, starting a program in your newsroom, hardware and software decisions, figuring out what government database tapes are available, negotiating access without having to sue, and negotiating costs. Discussions were also held on online databases and how to manage them, and reporters and editors sharing tips on what they'd do differently.

Speakers included: Philip Meyer, professor of journalism at the University of North Carolina and author of *The New Precision Journalism*; Elliot Jaspin, director of the Missouri Institute for Computer-Assisted Reporting at the University of Missouri; and Bill Dedman, freelancer and co-author of *Power Reporting* with Jaspin and Richard Mullins (due to be published this year). Nora Paul lead a panel on online databases.

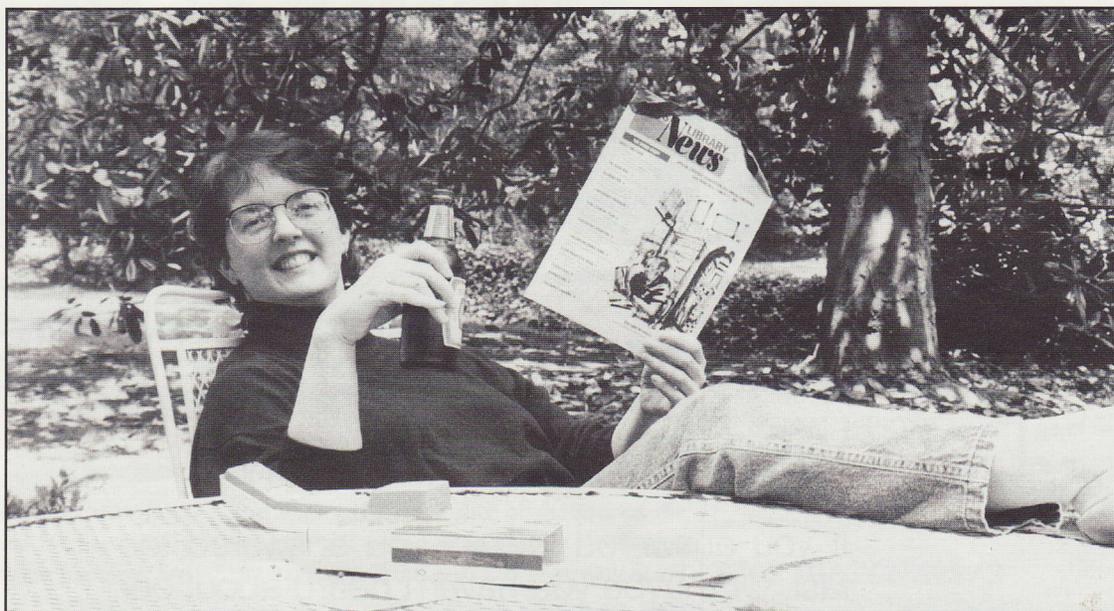
IRE's mission is to make a difference in journalism. Many leaders in the industry, such as former *Philadelphia Inquirer* editor Gene Roberts, believe we're doing just that.

"I now wonder how journalism ever managed without you," Roberts told IRE members at a conference in San Francisco in October. "You're providing training, instruction, reporting techniques and methodology that would not exist if you did not exist In short, you are taking the long view in journalism, a profession in which increasingly publishers and editors are having difficulty seeing beyond the next quarterly earnings report."

If you'd like to join the effort to keep journalism vibrant and help yourself at the same time, consider joining IRE. For more information, you can contact IRE at (314) 882-2042 or FAX (314) 882-5431. 100 Neff Hall, School of Journalism, University of Missouri, Columbia, MO 65211. ■

• Olive Talley has been a reporter at *The Dallas Morning News* since 1986. Before that, she worked for *The Houston Post*, the *Houston Chronicle*, UPI and radio stations in three Texas cities. She is a director of IRE.

The Final Word



This issue of *NLN* was co-edited by Elizabeth Whisnant and Mona Hatfield — but only one of us is sitting in the backyard with a brewskie and a big smile. Hasta la vista, baby.
— Elizabeth

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SALARY SURVEY NEWS

The News Division salary survey was mailed in April by Cary Kenney (*St. Petersburg Times*). The results of this survey, which will be compiled by Suncoast Opinion Surveys, will update the division salary survey done five years ago.

It is important for division members to complete and return the survey! "We work in a rarified atmosphere," says *Times* library director Kenney. "Our level of technology and creative skills are unique. To use salary information from traditional library settings is inappropriate."

The management of news organizations needs information to accurately compensate news librarians. Help provide that information by returning your survey now! ■

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