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munication charges and a drive for increased cost-recovery has led to a fairly static market in Australia. The greatest growth is in those universities, such as Melbourne, where searching is significantly subsidised by the library. Considerable inroads have been made into retrospective conversion, although clearly the libraries with larger databases of more esoteric or difficult material face the greatest problems. Inhouse use of microcomputers, as well as microcomputer laboratories, largely supported by computer centres, have flourished in recent years in university libraries.

## Staffing issues

1988 CAUL budget statistics confirm, as mentioned earlier, a significant percentage reduction in the staffing/book ratio. It is likely that budgetary constraints will continue to impact on staffing levels. As structures are redefined, it may well be that the level of existing librarian services will be reassessed and an increase in the para-professional workforce take place, although clearly operating at different levels within the new structures rather than simply being enacted as cost-cutting measures. There may well be a greater transfer of responsibility from library staff to user communities for decisions on access to information, book selection and budget allocations.

The greatest stress is likely to be faced by middle managers affected by career path demands from lower paid staff and management accountability requests from above, eg through performance appraisal by library administrators. Considerable and continuing staff training will be required as library skills change and evolve. Staff may also be required to be more entrepreneurial in increased cost recovery operations to recoup more of a library's recurrent budget needs or to generate funds for new initiatives.

What has been called in Britain 'the divine right' of university libraries to prosper will clearly be reassessed in these contexts by administrators and bureaucrats. A generation of distinguished Australian university librarians has retired, or shortly will retire, from the active policy arena. The demands on the 'new generation' will be greater than their predecessors faced in the 1960s and 1970s and administrative stress and library reviews may well prove to be the norm.

## Priorities in service

Along with demands for more quantitative evaluation of library services, the need for cost-recovery of services to private organisations, eg law firms, may be required. It was recently estimated that 50 percent of the Library of the University of New South Wales users on weekends are not members of the University. In this local context, revisions of library services may well need to be reassessed and renegotiated. Figures of student use in libraries increasingly continue to focus on short loan areas, microcomputer laboratories and photocopying machines! Specific responsibilities for external students may well need to be redefined in the light of conflicting priorities. Here Deakin University, in particular, has been prominent in providing offcampus services, such as in document delivery and network database access.

## Future directions

Considerable care needs to be taken in local and national environments to avoid university libraries in particular and libraries in general, being overlooked in strategic planning exercises or providing easy budgetary savings. The implementation of mega-universities will bring significant short-term problems in terms of staffing, integration of services, catalogues, collections, etc., as well as potential gains in the long-term. The main thrust in such higher education reforms will be to balance the need for national and state cooperation in the context of additional costs incurred at the local level.

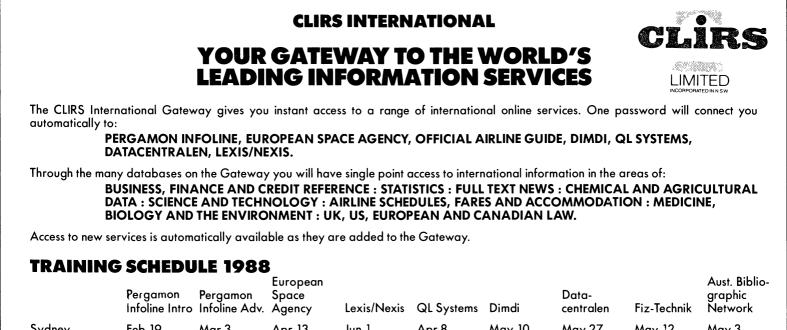
The place of the library within the whole area of 'educational technology' may lead to libraries being placed increasingly under or alongside university computer and educational technology centres. The accessing of information from different sources, eg satellites for Russian and Japanese television data or online databases by users directly, will ensure libraries and their staff are more flexible even without reduced budgets.

University libraries must reflect more directly and politically, the wishes, real or perceived, of their users and lobby effectively for the pursuit of excellence in their locally redefined context of needs, be it in collections or services. It is clear, however, that whatever the problems, university libraries will continue to be a very significant provider of the nation's library and information resources.



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Adelaide	Mar 1	Mar 4	Mar 2	Mar 3	Mar 7	Mar 9	Mar 10	Mar 8	_ '
Melbourne	Mar 29	Mar 30	Mar 31	Mar 28	Mar 25	Mar 24	Mar 23	Mar 22	
Perth	Apr 26	Apr 29	Apr 28	Apr 27	Apr 22	Apr 21	Apr 20	Apr 19	_
Brisbane	May 18	May 20	May 16	May 17	May 24	May 19	May 23	May 25	_
Hobart	Jun 7	Jun'10	Jun'9	Jun <sup>°</sup> 8	Jun <sup>°</sup> 15	Jun <sup>°</sup> 14	Jun <sup>°</sup> 16	Jun <sup>°</sup> 17	Jun 6
Darwin	Jul 5	Jul 8	Jul 7	Jul 6	Jul 12	Jul 11	Jul 13	Jul 14	Jul 4
Canberra	Jul 19	Jul 22	Jul 18	Jul 20	Jul 25	Jul 21	Jul 26	Jul 27	
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Costs of courses (including lunch) are:

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