

have a place in this history if it is to have any significance. But the study will have to ask serious questions about the antiquarian book and those who sell them if we are to have any understanding of the manner in which all types of books—new, used, and antiquarian—interact with each other and with other cultural resources. How and why did the specialized antiquarian trade develop out of the second-hand book market? What influence does the antiquarian book have beyond the elite group of collectors and specialized libraries that purchase them? How are these elites related to other elite groups dominant in a culture or epoch? Who was the audience that comprised the earliest book collectors? How have general developments in Western society altered that audience or affected the market for rare books? How did the development of the bookseller catalog influence the development of the trade and its clientele? Why are so many of the metaphors of book collecting seemingly drawn from the English sporting life?

This is only a first attempt at a general history of antiquarian bookselling in the United States, and we cannot expect Stern to do everything. She is to be commended for having at least begun the work, and the historical framework she has provided can serve as a starting point for later historians who will have to fill in the blanks and ask themselves the questions that will lead to the full treatment this peculiar trade deserves.—Terence A. Tanner, Hamill & Barker, Chicago, Illinois.

Irvine, Betty Jo. *Sex Segregation in Librarianship: Demographic and Career Patterns of Academic Library Administrators.* Westport, Conn.: Greenwood, 1985. 171p. (Contributions in Librarianship and Information Science, no. 53) \$29.95. LC 84-21228. ISBN 0-313-24260-7.

Irvine surveyed 371 directors, associate directors, and assistant directors in the ninety-nine academic libraries that belong to the Association of Research Libraries (ARL). Her survey gathered data from which conclusions could be drawn regarding differences between male and female administrators in terms of demographic, career, and institutional characteristics.

This book, part of the Contributions to Librarianship and Information Science series, imparts her findings.

A change in academic librarianship resulting from the equal-employment-opportunity, affirmative-action, participatory-management decade of the 1970s motivated Irvine to conduct her survey and write her book. What existed, in the late 1960s, as a "female profession" administratively dominated by men, by 1984 had become a profession whose majority of women were substantially represented in the administrative ranks. These survey results supply unprecedented, fascinating, and useful information on the relationship between sex and managerial careers in librarianship.

Of the 371 administrators surveyed, 256 were men and 115 were women. Data from the surveys made it possible to compare these two groups in terms of personal and family characteristics, mobility and career history, relationships with role models and mentors, and professional activities. The comparisons reveal some unexpected surprises. The women administrators, for example, have a lower average age than the male administrators (forty-six versus forty-nine), and assumed their present positions with less previous managerial and administrative experience. Certain stereotypes, e.g., that professionally successful women are "first-born over-achievers who spen[d] night and day amassing degrees and publications," are simply not supported by Irvine's statistics. Not all of the findings, however, contradict traditionally accepted notions. The men, by a fairly wide margin, have higher academic credentials than the women and have published more prolifically. Women, more than men, have been receiving encouragement from mentors to apply for promotions internally. In addition, *Sex Segregation's* comparative data on the families of these male and female academic library administrators is consistent with data found in other studies of administrators in higher education and corporate management: women in administration are more likely to be single or to have fewer and older children than their male counterparts.

Irvine's book reads a little like a celebra-

tion. Her conclusion honors the women who moved into academic library administration during the 1970s as "pioneers in a female profession." She views women of the present decade as the possessors of a "new range of accessible career options" and encourages them to vigorously pursue these evolving opportunities. In terms of simple percentages, there is reason for celebration. In a fourteen-year period from 1970 to 1984, the number of women administrators in ARL libraries nearly tripled. While equal representation remains a vision of the future (in 1984, women constituted 64 percent of ARL librarians but only 44.5 percent of ARL administrators), there is reason to believe that women have begun, and will continue, to influence academic librarianship in important and meaningful ways.

In terms of some of Irvine's survey results, however, this reviewer found it impossible to revel fully in the concluding celebratory spirit. At the same time as they are congratulated for being on the threshold of new and exciting career opportunities, women are cautioned about "career

and family tradeoffs which they may need to make which may not be necessary for their male colleagues." Irvine correctly points out that the trend toward smaller families and dual-career marriages may decrease these tradeoffs in the future. Nonetheless, a wariness of increased numbers of female administrators without a corresponding, supportive change in social structure seems appropriate. Do women pay a higher cost for professional prestige? And if they do, is it worth it? Should more be understood about the price of success before women are unequivocally encouraged to pursue it? Could one much less celebratory conclusion resulting from Irvine's survey of ARL administrators be that professional ambition in the context of today's world of work requires a sacrifice of the personal and relational sides of one's life? Should as much effort have been devoted to developing a new model of professionalism through which women and men could both contribute significantly to librarianship as has been devoted to increasing the number of women who participate in the

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only model that presently exists?

With all of the insights and information *Sex Segregation in Librarianship* supplies to aspiring administrators and personnel librarians, it cannot be seriously faulted for not attempting to answer such difficult and provocative questions. In light of Irvine's stated goals (to explore the reasons behind the "intraoccupational sex segregation of academic librarianship"), however, the fact that these questions were not even raised constitutes an interesting and perplexing omission. As its series title implies, this book makes an important contribution to librarianship and provides an excellent review of the literature, a lengthy bibliography, and a detailed appendix describing the research methodology.—*Constance Miller, University Library, University of Illinois at Chicago.*

Lindsey, Jonathan A., and Ann E. Prentice, *Professional Ethics and Librarians.* Phoenix: Oryx, 1985. 103p. \$32.50. LC 83-43244. ISBN 0-89774-133-1.

This work, the outgrowth of the authors' involvement with the Professional Ethics Committee of the American Library Association, is a thoughtful, historical commentary on a topic that has been frequently ignored by practicing librarians and library educators. Patrick M. O'Brien, writing in the foreword to the work, hails it as the "definitive history" for those studying the development of ethical codes for U.S. librarians. Certainly, this is a book whose time has come. As the authors aptly point out, librarians' professional judgment has not necessarily counted for much in dealing with patrons in the past. With the introduction of database searching, payment of fees for specialized bibliographic searching, and the increased use of technology in libraries, the "information specialist" is one who "may indeed have power to help or harm the client." Because ethical codes are meant to assure society that the professional person "will provide high-quality service free from any implications of personal gain," this work has more relevance to librarianship than ever before.

Given its historical nature, the work is largely descriptive and chronicles the de-

velopment of ethics statements for librarians from as early as 1903 from a speech by Mary W. Plummer through the adoption of the codes enacted by the American Library Association in 1929, 1938, 1975, and 1981. The account is presented in the second chapter, "American Library Codes of Ethics: A Documentary Approach," and consumes almost half of the book. The third chapter, "Commentary on the Code," records the reactions and impressions of nine library leaders unadorned by any attempt on the part of the authors to assimilate and condense their opinions. The persons include Page Ackerman, Caroline Arden, Lester Asheim, Jack Dalton, Brooke Sheldon, Robert Vosper, Robert Wedgeworth, William J. Welsh, and Virginia G. Young. The final chapter, "Cases and Questions," presents five summaries of hypothetical situations developed by the ALA Professional Ethics Committee in the early 1980s that were employed at the 1981 Annual Meeting in San Francisco to illustrate how each situation was addressed by the "Statement on Professional Ethics 1981." No commentary accompanies the cases. Sixteen thought-provoking questions are presented at the end of the chapter, which were written by David Kaser when he was chair of the Professional Ethics Committee in 1976. Again, there is no commentary given. Presented in this manner, the format is conducive for discussion in library-education classes when covering matters involving ethics.

The first chapter, "The Development of Ethics Codes," provides an excellent, concise backdrop to the development of ethical codes in the United States. Its true value is that it takes an interdisciplinary approach and thus assists the reader to place the development of library ethical codes into a greater historical context. It is here that we learn that it is the responsibility of the members of professional associations to "mutually guarantee" the competence of its membership and also its members' "honor and integrity." This is pretty heady stuff, especially for American librarianship, which prides itself on its egalitarianism and allows nondegreed persons to become members of its largest