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CALENDAR

- 22-23 April - 29th Annual Kentucky Foreign Language Conference.
- 25 April - Softball practice - 3:00 PM, Old Stoll Field.
- 27 April - AAUP UK Chapter business meeting - 4:00 PM, Student Center President's Room.
- 28 April - Public Services Area Meeting - 8:30 AM, Tech Services Conf. Rm.
- 29-30 April - SLA Kentucky Chapter spring workshop at Berea. Topic: "Computer-based Library Networks and Bibliographic Data Base Search Services."
- 30 April - Library Staff Organization meeting - 3:00 PM, Old Rare Book Room (see note).

THE GREEN BEAN

UNIVERSITY OF KENTUCKY LIBRARIES
 NEWSLETTER NO.125 4/23/76
 David Farrell, Editor Ext.82684

ABOUT THE LIBRARIES

Extended Hours for Reserve Room - MIK

April 25 (Sunday)	9:00 a.m. - 2:00 a.m.
April 26-29 (Mon.-Thurs.)	8:00 a.m. - 2:00 a.m.
April 30 (Friday)	8:00 a.m. - 12:00 Midnight
May 1 (Saturday)	8:00 a.m. - 9:00 p.m.
May 2 (Sunday)	9:00 a.m. - 2:00 a.m.
May 3-6 (Mon.-Thurs.)	8:00 a.m. - 2:00 a.m.
May 7 (Friday)	8:00 a.m. - 12:00 Midnight
May 8 (Saturday)	8:00 a.m. - 4:00 p.m.
May 9 (Sunday)	CLOSED

Summer Advising Conference Volunteers:

The Libraries have been invited to participate in the Summer Advising Conferences in July. Volunteers are needed to meet with freshmen and their parents to discuss library resources and services at UK. See Larry Greenwood or David Farrell if you're interested in helping.

Carolyn Hammer to Address Symposium on Book Arts:

Carolyn Hammer, Curator of Rare Books, will present a paper entitled "The Private Press" at the Symposium on the Book Arts at the University of Alabama May 11th. The symposium will also feature former Lexington residents Fritz Kredel and R. Hunter Middleton and will include a typographic workshop from May 10-21.

Library Staff Organization Program:

The Library Staff Organization is pleased to have Ms. Sharon Bale, Horticulturist, College of Agriculture, as guest speaker at the next meeting to be held Friday, April 30, at 3:00 P.M. in the Old Rare Book Room.

Ms. Bale will speak to us on floraculture and will display her talents in floral design with samples of her work. She will also have some gardening tips for us, so bring your questions, take notes, and share your gardening ideas. All are welcome. Refreshments will be served.

Green Bean Facelift Due:

The venerable, aging Green Bean: University of Kentucky Libraries Newsletter will be sporting a new coversheet in the new fiscal year. Doodlers, graphic artists and Old Masters are invited to submit their designs. A distinctive logo, photograph or line drawing representing the Library or its services have been suggested as possibilities.

Request for Periodicals:

The Periodical Room needs the following issues:

Southern Living	January - 1975	
	October - 1975	
Science	Vol.188 1975	April 25, 1975
	Vol.188 1975	May 9, 1975

Staff Development:

"Supervisory Management Concepts for Librarians" June 24-26 at Washington University, St. Louis. Registration \$125. For further information, see Faith Harders.

Softball Practice:

Sunday April 25, 3:00 P.M. at Old Stoll Field. Anyone who wants to play is welcome.

MANAGEMENT COMMON SENSE CORNER

The Library is now subscribing to a small monthly publication entitled "Bits and Pieces" subtitled "a Monthly Mixture of Horse Sense and Common Sense About Working with People". The editor has generously agreed to let me share some of the pieces from this publication on a regular basis. My first selections are: a piece from April 1976 issue entitled How to Develop Good Assistants, and a bit from March 1976.

J. Bryant

A Piece - "The most valuable executives," once said a leading business man, "are those who are training others to be better than they are."

Why do good leaders usually have capable assistants? In the first place, it is because they have the taste and judgment to hire good

people in the first place—people with the potential to grow and develop. Secondly, it's because they know how to develop them.

Leaders such as these are not vain, insecure people who try to hide what they know. They share their knowledge and talent. The more their people know, the more they can handle. Thus the leader can delegate more, which frees him or her to work on other problems.

That's one of the marks of good managers—willingness to teach others. They aren't just willing—they insist on it. They expect their assistants to pay attention, learn, grow, and take over as much responsibility as they possibly can.

Insecure managers—who feel that nobody helped them on the way up—are often reluctant to teach anything to their assistants. If they had to learn the hard way, why shouldn't everyone else?

Usually, such people view everyone, including subordinates as potential rivals for their position. They want to do it all themselves and get all the credit for doing it. Needless to say, they make poor leaders.

They delegate as little as possible, assuming a superior, arrogant attitude—no one can do it as well as they, therefore the whole load is on their shoulders.

Most successful leaders, fortunately, are not that selfish or shortsighted. Nevertheless, many still don't train or develop the people who work for them nearly as much as they should or could. For some reason they just don't appreciate how important it is.

It is important . . . it benefits everyone connected with a business. Helping subordinates become as qualified as possible is important to their morale and to good results. Most people want to improve themselves; they like working for leaders they can learn from. Conversely, they lose respect for a manager who obviously doesn't intend to teach them a thing.

It's also important to the leader. It's a great satisfaction to help people develop and grow in their jobs. Sooner or later, what you do for others always returns to benefit you. Not the least of those benefits will be greater recognition of what a competent leader you actually are.

A Bit - To give people help, while denying them a significant part in the action, contributes nothing to the development of the individual. In the deepest sense it is not giving but taking—taking their dignity. Denial of the opportunity for participation is the denial of human dignity and democracy. It will not work.

Saul D. Alinsky
RULES FOR RADICALS (Fintage Books)

ALA CENTENNIAL CONFERENCE ANNOUNCED

A preliminary program for the 95th ALA Annual Conference has been received in the Director's Office. The conference is scheduled to meet in Chicago 18-24 July and will feature programs and pre-conference institutes on a broad range of subjects. Included will be programs dealing with staff development, library instruction, federal information dynamics, the impact of networks on libraries, collection development, subject access to educational literature, self-directed change in small and medium-size academic libraries, videotape sources, and many others.

EMPLOYMENT OPPORTUNITIES

Head, Interinstitutional Library Services. Indiana Univ. 1 July 76. \$13,750 maximum.

Subject Specialist for Political Science, Economics and Forensic Studies. Indiana Univ. 1 July 76. \$15,500 maximum.