

Vol. 7, Nos. 1 & 2

• DECEMBER 1999 •

Second, enlarged edition

## SPECIAL DOUBLE ISSUE

**Sandy Berman's Forced Retirement  
from the Hennepin County Library,  
Minnetonka, Minnesota**

**A series of documents, followed by letters of  
support and a petition on the Internet.**

**A classic Sandy Berman memo on budget cuts**

DATE: December 5, 1997

TO: Charles Brown, Director

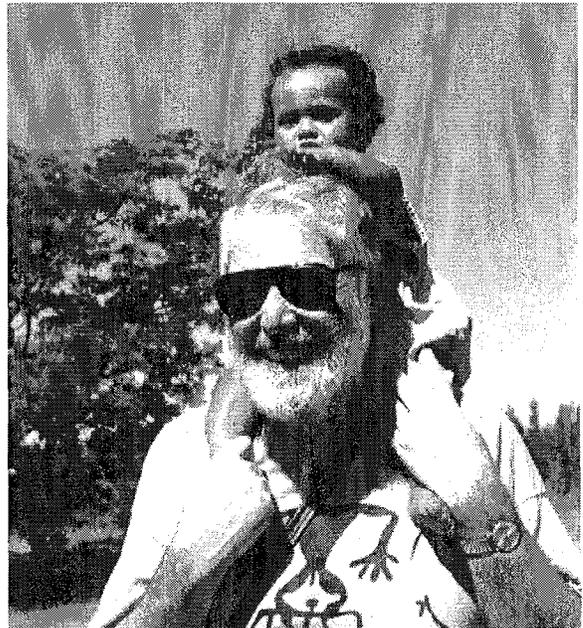
FROM: Sanford Berman, TS/Cat; S. Nilsen, GV;  
N. Ismail, GV; K. Larson, PS/OR

SUBJECT: BUDGET PRIORITIES/  
COST-CUTTING SUGGESTIONS

Being mindful of the current fiscal crisis, believing that staff are the library's most valuable single asset, and holding that the HCL collection should not be diminished in breadth or variety, we propose these two bedrock principles:

- **No staff reductions**
- **No reduction in the number of new titles selected**

To achieve the necessary cuts in expenditures, we suggest 3 major steps:



**Sandy Berman with his granddaughter, Jasmine**

**• Limit the number of multiple copies bought.**

E.g., the system lately acquired 3 copies of one how-to-publish-a-zine manual and 9 of another. Perhaps 3 copies each would have sufficed. Or just 3 copies of the better work. Similarly, recognizing that a public library is not a Wal-Mart or even Borders operation, there could be a sensible, money-saving cap on how many copies are ordered for "blockbusters." (Buying 300 instead of 500 copies of a \$25 title would save \$5,000.) Library users, once apprised of our serious financial situation, would readily accept longer reserve-waits, understanding that otherwise overall services and resources would suffer.

- **Reduce upper-level salaries**

Staff at the Principal grade and up should accept a 5, 10, 15 or 20% salary cut in order to avoid layoffs at lower grades.

If there is to be "personnel" sacrifice, it should rightly be borne by those who can best afford it and not imposed—in the form of job loss or increased workloads—on staff who are already making much less than top managers and frequently are over-worked now. (The announced 12–15 position reduction has had a calamitous effect on morale. Further, experienced, competent staff are harder to replace than materials.)

- **Eliminate consultant fees**

Whether totally paid for out of Library funds or not, such large outlays are widely perceived as extravagant and wasteful.

With many thanks for your attention. . .

**Sandy's letter to MINITEX in support of user-friendly cataloging**

January 18, 1999

Dear Bill DeJohn and Carla Dewey,

First, many thanks for talking with me last Wednesday about AACR2 & affirming that local deviations in punctuation and abbreviation-practice, as well as main entry choice for collections & anthologies, would not inhibit or impede the interlibrary or internetwork transfer of cataloging & bibliographic data.

Second, now having read your January 11th message, "RE: Cataloging Standards and AACR2," I agree with your assertion that AACR2 "is the current, internationally-accepted set of ... cataloging rules in most English-speaking countries." However, your unmistakable implication that because "cataloging experts have put their heads together and developed agreements" on the "basic information to be included in a catalog record," those agreements, resulting in AACR2, produce truly functional, useful cataloging records for the vast majority of library users is disputable. In fact, it's simply wrong. I served for a year as an ALA Round Table rep to the original ALA AACR2 committee. My vivid recollection is that public and reference librarians were woefully underrepresented, that academic librarians & LC-staff largely created AACR2, and that most of us "reps" were seldom aware of the full range of deliberations & hardly able



*Librarians at Liberty* gives people working in libraries and related fields an unconstrained opportunity to express professional concerns. We especially welcome letters and unpublished articles about the civic media sector—materials that have not been filtered, shaped and censored prior to publication (as routinely happens to publications in the government and corporate media sectors). All aspects of the production, marketing and distribution of alternative press titles are of interest, as is commentary about problems concerning their selection, acquisition and organization for use by libraries worldwide. Please include name, street address, telephone, and e-mail address with correspondence.

Charles Willett, Editor  
Earl Lee, Associate Editor  
Gail Homer, Managing Editor for this edition.  
(*The first edition, 36 pages, appeared in June.*)  
Nancy Willett, Production Assistant

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to influence the outcome appreciably. I submit that this imbalance of representation & input (especially from public service colleagues, who are most directly impacted and affected by such codes & rules) permitted a panoply of foolish and unhelpful elements, ranging from incomprehensible punctuation (including brackets, slashes and equal signs), unfamiliar abbreviations & Latinisms (like s.n., s.l., ca., b., and d.), and utterly unnecessary data (e.g., spine sizes) appropriate solely for archival institutions to name-formation rules that produce the access-wrecking "Cheng, Lung" instead of "Chan, Jackie" or "Soviet Union. Komitet Gosudarstvenno I Bezopasnosti" rather than the form that "common sense" DOES unarguably dictate: KGB, and a dictum that mandates title main entry for collections and anthologies when both common sense and actual studies indicate they are usually sought or searched by the editor's or compiler's name and that effective shelf-browsing would be frustrated when an Isaac Asimov sci-fi collection, for example, must be located alphabetically under title, not under "Asimov."

School, public and community library users, in particular, were not well served by the AACR2 drafters. I invite you & Minitex to join me in a nearly 3-decade-long campaign to genuinely make library catalogs more user-friendly and much less elitist and mystifying.

With warmest regards,

(signed) Sandy

Sanford Berman  
Head Cataloger  
Hennepin County Library

cc: E. Feinberg  
S. Charles  
C. Brown  
Encs.

**HCL Director Charles Brown and supervisor Elizabeth Feinberg formally reprimand Sandy for "inappropriate" letter to MINITEX**

Memo

DATE: February 8, 1999

TO: Sanford Berman

FROM: Charles Brown and Elizabeth Feinberg

SUBJECT: Written Reprimand

This is a written reprimand under with (*sic*, ed.) Hennepin County Human Resources Rules 16.3. (copy attached)

In the past, you have not supported the use of OCLC and AACR2. However, as you have noted, AACR2 is "the current, internationally-accepted set of ... cataloging rules in most English-speaking countries." The Cataloging Project Team has 23 published goals to accomplish—grouped in areas of access, process improvement and use of standards. For a number of very sound reasons, the Hennepin County Library has made the decision to use OCLC and AACR2 as primary tools for cataloging materials.

It is your direct responsibility as both the Manager and the Principal Librarian-in-Charge of the Cataloging Section to implement this decision. Your active support of these changes is required. At this time, your "three-decade-long campaign" is extremely counterproductive to the cataloging reengineering process, causes divisiveness throughout the organization, and presents an extremely poor image to colleagues who are working with HCL.

You have the right as a citizen to express your opinion. You may not initiate discussion of that opinion on work time nor route that opinion to staff at work. Your letter to MINITEX, which was subsequently routed to cataloging staff, is inappropriate.

Further counterproductive behavior of this type or not actively supporting the implementation of both OCLC and AACR2 will be considered insubordination and be cause for further discipline.

**Sandy asks Brown to withdraw the reprimand**

February 10, 1999

Charles Brown, Director  
Hennepin County Library

Dear Charles,

There is no just cause for the "Written Reprimand" issued me on February 8, 1999. I have violated none of the prohibitions specified under "General Rules of Conduct" (Hennepin County Human Resources Rules 16.3). I therefore request that the reprimand be rescinded and removed from my personnel file.

It is alleged that I "have not supported the use of OCLC." This is manifestly untrue. My frequent and explicit support for OCLC, especially as a means for

decreasing keying, increasing productivity, and permitting long-postponed work on government documents and undercataloged fiction, can be easily verified by Cataloging Section staff, who have heard me express such hopes and expectations in conversations and meetings. Such support is also demonstrated by the memo, dated January 27, 1998 and addressed to the Management Team, in which I unequivocally declared that the "OCLC connection'...will ultimately make the cataloging process quicker and more cost effective without compromising or eroding the utility and excellence of our bibliographic records and authority system" (Attachment A).

What I emphatically *did* oppose regarding the pending OCLC contract was payment of unjustified royalties by HCL to OCLC for our fiction records, as documented in my "Memo For The Record," dated April 29 1998, p. 3-4 (Attachment B). I also raised this issue with you when you asked, during a visit to the Cataloging Section, whether anyone had any concerns about the projected OCLC relationship. That was the *sole* concern raised.

On April 2, 1998, my immediate supervisor accused me of sundry delinquencies, including insufficient support for joining OCLC. As detailed on pages 1-3 of Attachment A, these charges were unfounded and levelled in the immediate wake of my undergoing major surgery and a heart attack. Having experienced a near-death experience yourself, I trust you can appreciate my own instability and vulnerability at that time.

My brief letter (with enclosures) to MINITEX, dated 1-18-99, was a professional commentary on the missive directed by Bill DeJohn and Carla Dewey to Elizabeth Feinberg and subsequently transmitted to CALM and others on January 14, 1999. It represented an exchange of views on matters of mutual professional interest. Sharing those remarks with Cataloging staff constituted no departure from past practice. I routinely share all relevant correspondence and documents so that staff are fully informed on current and projected issues and can knowledgeably form and express opinions and suggestions.

I have never "opposed" AACR2 per se, but believe that over the years HCL—with direct public service deliberation and input—has sanctioned a number of user-friendly departures from AACR2 (some reported in the *HCL Cataloging Bulletin* and my 1981 *Joy of Cataloging*: Attachments C and D). My continuing concern is that serious changes to catalog content and intelligibility be considered *before* implementation by a suitable panel of

information desk librarians. No such public service review preceded the decision to implement AACR2 in its entirety. Indeed, neither I nor any other catalogers were consulted beforehand.

Returning to the MINITEX letter, I'm confident you will find that no act of mine—specifically those 1-18-99 remarks—has, in actuality, fomented "an extremely poor image to colleagues who are working with HCL." Indeed, I invite you to directly contact Bill DeJohn on that point.

I feel it is my personal responsibility to speak candidly and vigorously about local and national cataloging policies and practices. Inspired, in part, by the late Marvin Scilken (who you eloquently eulogized last week in Philadelphia), I have been doing so for nearly 30 years. I have written and edited several books and dozens of articles on cataloging, delivered scores of speeches at library schools and professional conferences, circulated petitions among colleagues, testified before ALA committees, communicated by letter, email and phone with literally hundreds of students, librarians, and catalog users, introduced cataloging-related resolutions at both ALA Council and SRRT Action Council, and won ALA's Margaret Mann Citation for outstanding contributions to cataloging and classification. By virtue of my extensive experience, expertise, and commitment, it becomes a professional obligation to communicate with colleagues on matters of mutual interest and concern, including subject headings, Dewey stewardship, and descriptive cataloging. Robust and unfettered dialogue usually produces the best policy results. In fact, there's no better way than through open and forthright discussion. Unfortunately, the stricture about not initiating discussion of my opinions "on work time" and routing those opinions "to staff at work" seems likely to stifle rather than promote debate, dialogue and learning.

What *is* genuinely "counterproductive to the cataloging reengineering process" and sure to cause "divisiveness throughout the organization" is secretive and arbitrary decision-making, as well as the failure to honor the long-established covenant with public service staff to seek their active participation in affirming or changing cataloging policy.

Absolutely no one has seen either this message or the attached "Memo for the Record." And no one else needs to see them, providing this matter is concluded fairly. I believe I would be fully justified in demanding an apology for false accusations and wrongful discipline, but I will settle for merely withdrawing the reprimand.

With best wishes,

Sanford Berman

P.S. I would greatly appreciate written confirmation that the reprimand was removed and destroyed. I also request, as a courtesy, that all parties who initialed or collaborated on the reprimand sign the confirmation so it is clear that the document was officially withdrawn.

**Feinberg tells the editor of *OCLC Newsletter* to disregard Sandy's corrections to the text of an article that refers to him. Sandy responds by writing Feinberg a memo of protest.**

February 12, 1999

MEMO

TO: E. Feinberg  
FROM: S. Berman  
SUBJECT: *OCLC NEWSLETTER* ARTICLE

On 2-10-99, I received a FAXed article from Nita Dean, "Hennepin County Public Library Joins OCLC," intended for publication in the *OCLC Newsletter*. The FAX was explicitly sent "for final review," with an invitation from Dean to contact her "with your approval or any corrections." Having had no prior knowledge of the article, but finding it illustrated with my photo and referring to me repeatedly (especially in the 2nd paragraph), I examined the piece and FAXed to Dean a number of corrections and additions, which I believe eliminated certain inaccuracies and provided a truer picture of my—and HCL's—cataloging efforts. I now learn that you instructed Dean to ignore everything I sent her.

I regard this as indefensible tampering with my words, allowing a flawed and inaccurate text to be published in a major professional medium, and improperly negating OCLC's own request for my input. Kindly allow the *OCLC Newsletter* editor to decide what or what not to use of my suggested addenda and revisions. And if that is for some incomprehensible reason impossible, I ask that my picture be removed, together with all references to me personally.

(signed) Sandy

cc: C. Brown

### **Brown refuses to withdraw the reprimand**

MEMO

Date: February 22, 1999  
TO: Sanford Berman, Head Cataloger  
FROM: Charles M. Brown, Library Director  
SUBJECT: Grievance

Thank you for your memo of 10 February and follow-up voice mail message on 19 February.

Intentional or not, your widely distributed 18 January letter to Minitex was both inappropriate as well as divisive as we move toward the full implementation of OCLC and the adoption of AACR2 cataloging rules. As one of the Department's senior managers, it is expected that you will lend informed input during the decision-making process and then provide full support with implementation once a decision is reached. In this situation, I do not believe that has occurred. Accordingly, I find that the written reprimand is appropriate.

I trust that I can rely on your active support of the changes currently being made in Cataloging. Thank you.

### **Sixty-five HLC staff members lend support to Berman over reprimand**

MEMO

DATE: March 29, 1999  
TO: Charles Brown  
FROM: The undersigned HCL Staff  
SUBJECT: Response to Media Update Memo of 3/11/99

We would like to respond to the Media Update and the HCL issues which are drawing the attention of the media and questions from library patrons. We acknowledge that changes in cataloging policy and practice are already underway and assume that additional changes will continue to be made. We are aware that the HCL catalog has influenced catalogers and cataloging from the smallest local library to the Library of Congress, but for HCL Information Desk staff it is the basic tool that enables our daily work. We hope that the changes will allow us to continue to provide the kind of service that our exceptional catalog has always facilitated.

We also believe that participation in open and vigorous discussion of issues is optimal in making the best possible decisions for the system. We have taken seriously HCL administration's continuing

invitation to staff to participate in the decision-making process. It seems, however, that the critical thinking skills and debate that we understood to be welcome in this newly decentralized Team environment are limited. In the case of Sanford Berman, the very person who's most qualified to engage in high level debate, ask the most nuanced and difficult questions, and inspire decision-making of a high order has been reprimanded for doing so. It troubles us that a staff member whose contributions to his field are widely recognized has been asked not to communicate with professional colleagues and staff on the subject of his particular expertise.

We are uncomfortable with this breach of intellectual and professional freedom of speech. We hope that the prohibition on discussion of issues will be thoughtfully and carefully reconsidered, and look forward to an affirmation of the right of library professionals to engage in candid and robust debate without fear of reprisal. We believe that all libraries should encourage the full and free expression of views by staff on the crucial issues which face our profession.

Finally we look forward to continuing active participation in the decision-making process at HCL, as, well as the ability to continue providing the outstanding public service endorsed by the HCL board's Vision Statement and reflected in our national reputation as one of the finest libraries in the country.

cc: Jack Cole  
Library Board President

### **Brown responds to staff's support of Berman**

April 22, 1999

Dear

I have received your memo of March 29, 1999. I am sure you can appreciate, as an employee of this library system, why HCL will not comment on a complex personnel issue involving a specific individual. As a result of our efforts to protect the privacy of employees, HCL management has become the target of a particularly one-sided and unfair public discourse. It is unfortunate that unsupported assumptions have been circulated and treated as fact by HCL staff and others.

Foremost in importance is the assertion that HCL management is trying to restrict any

individual's right to freely express personal opinions. The free expression of ideas is at the heart of the library's mission. However, there is a significant difference between exercising the right to freely express your opinions and ideas *as an individual*, and using County resources (staff time, equipment, and material) to do so.

From your memo, and from other related staff correspondence, it appears that some staff assume adopting a team-based structure means that HCL Administration will abrogate management responsibilities to some sort of minority opinion rule. In a team-based organizational structure, a dissenting opinion does not negate a decision. In addition, while staff members from all levels of the organization are encouraged to express their diverse perspectives as part of the decision-making process, those who choose to decline the opportunity to inform the process will not be heard. In the end, the *decision or outcome* remains the prerogative of the appropriate team or board, a designated staff person or manager, or the director. To continue the debate past the decision-making point, without offering new information, serves only to communicate disagreement, not a desire to participate.

It also appears there is some confusion about the point at which managerial responsibility supersedes an individual's professional privilege. Managers have a *professional* responsibility to support and implement organizational decisions. What a manager says publicly has an impact on managerial effectiveness. It is unrealistic to believe that a manager can provide effective leadership to staff involved in a major project while also openly expressing an opinion that the project is unnecessary, ill advised, or even harmful.

Over time, through training, experience and constructive dialog, I believe our still evolving team-based approach will become better understood and accepted as part of our organizational culture.

On a very personal level, it is extremely disappointing to me that a number of the staff members who signed the March 29 memo are individuals with whom I have worked closely over the past five years, often supporting and encouraging their respective professional endeavors. The tone of the memo, the unquestioning support it provides to an incomplete and misleading interpretation of events, and the scope of its distribution are all unfortunate.

Sincerely,

Charles M. Brown  
Library Director

**Brown announces Berman's "reassignment" to write a "Cataloging Practices Manual"**

Memo

DATE: April 19, 1999

TO: All Library Staff

FROM: Charles M. Brown

I am pleased to announce that Hennepin County Library will be developing a Cataloging Practices Manual to be used by staff and made available to other Libraries. Sanford Berman, HCL head cataloger, will dedicate his time to this project. Elizabeth Feinberg will assume supervisory and management responsibility for the cataloging unit, effective immediately.

The project gives us the capacity to market HCL innovative cataloging methods and processes to libraries interested in enhancing their catalogs, just as we currently market our cataloging output.

Please join me in congratulating Sandy on this new opportunity to expand his considerable influence and leadership in the development of user-sensitive cataloging.

The following news release, announcing the project, will be distributed to media today:

**NEWS RELEASE:**

Hennepin County Library (HCL) today announced plans to produce a Cataloging Practices Manual documenting the innovative cataloging processes that have made HCL a leader in the modernization of library subject headings. The Manual will be made available to other library systems in a variety of electronic and print formats.

Sanford Berman, head of HCL cataloging and a nationally recognized expert in the elimination of biases, prejudices and cultural insensitivity in library cataloging, will write the new Manual and ready it for distribution.

In making the announcement, Library Director Charles Brown cited information requests from other libraries and results of a survey of HCL staff involved in cataloging as the impetus for developing the publication.

"As a preliminary step in re-engineering HCL's cataloging process, we interviewed staff about opportunities for improvement. Several staff members expressed a need for clear documentation of the cataloging processes unique to HCL. We also have requests for documentation from other libraries interested in

adopting some of our techniques. The re-engineering process gives Sandy Berman the opportunity to expand the influence he's had on library cataloging," Brown said. "HCL currently makes some of its cataloging output available to other libraries through a licensing agreement with NoveList. The new product will make HCL methods and processes accessible to library systems interested in enhancing their own catalogs."

HCL plans to offer consultative services and develop interactive training and technical support products in conjunction with the new Cataloging Practices Manual.

HCL estimates the first products will be available in the fourth quarter of 2000.

**NEW PRODUCT DEVELOPMENT**

**PROPOSED PRODUCT:**

- Hennepin County Library Cataloging Practices Manual to be used by staff and available to other libraries via a variety of delivery systems.
- A resource that will facilitate the work necessary to retain the parts of the HCL catalog that add value and that make HCL records acceptable to others.

**RATIONALE:**

The interviews conducted by the Cataloging Project Team as part of the re-engineering identified a critical need that must be addressed. Several staff members involved in the cataloging process expressed concern about the lack of any formal documentation of the innovative cataloging practices unique to HCL. Staff comments, coupled with requests from other libraries, indicate an obvious need to document what we do and to share it with the greater library community.

Sanford Berman has devoted much of his professional career to catalog reform and is widely credited with the massive modernization of library subject headings. His efforts to analyze the biases, prejudices and insensitivity that permeated library catalogs and his demonstrated leadership in the advancement of user-sensitive cataloging have made the HCL catalog a model for others. This project will give him an opportunity to expand his influence by developing and delivering a publication of how Hennepin County Library catalogs.

The Cataloging Re-engineering project has afforded us this opportunity to contribute and participate in ways previously not possible. We have the rare opportunity to integrate the best of three worlds: standards such as AACR2; OCLC functionality; and HCL's cataloging practices for adding value in subject and content. We are now able to mainstream our work and take what we do and make it broadly available to libraries throughout the country. The objective is to market our methods and processes to libraries interested in enhancing their catalogs, just as we currently market our cataloging output.

#### **DRAFT IMPLEMENTATION PLAN:**

##### **PHASE 1: Launch**

April 20, 1999

- Sanford Berman is reassigned to the project. Elizabeth Feinberg assumes supervisory and management responsibility for the cataloging unit.

##### **PHASE 2: Preliminary Project Planning**

April 20 – May 5, 1999

- Sanford Berman will work with Nancy Perron to develop a series of training tools for cataloging. Perron, who has prior experience in the development of training manuals and handbooks, will provide Berman with editorial support and training consultation. Elizabeth Feinberg will supervise the project.

- Berman will schedule a meeting with Feinberg and Perron to develop a project timeline, and performance and publication benchmarks to be used in evaluating the process, product and outcomes. As project lead, Berman will develop the plan, identify needed resources and coordinate scheduled meetings of the project team. Berman will also refine the benchmarks and timelines suggested below.

- To facilitate the work, Berman will relocate to an office in HCL Administration.

##### **PHASE 3: Resource Mobilization**

June 1 – September 1, 1999

- Berman will identify and develop or renew skills needed for the project.
- Identify other editing and publishing assistance or resources required.
- Conduct a market needs assessment. Identify and define potential markets and market characteristics.

- Develop a marketing cost/benefit analysis that compares the investment in cataloging enhancements with cost savings to be realized in public service and reference functions as the catalog enhancements allow users and staff to become more self-reliant in accessing information.

- Analyze the impact of integrated library systems on traditional search strategies used by patrons.

- Acquire an understanding of human-centered methods for finding information in complex digital library systems.

- Analyze current practices and the impact on patron access to materials.

- Review other library's cataloging practices manuals.

- As part of the guidelines use the Callin/OPAC Review Team database.

- Develop knowledge of current trends in computer, information, and library sciences.

##### **PHASE 4: Initial product development**

September 2 – March 2000

- Document how we catalog.

##### **PHASE 5: Product delivery systems**

March 2000 – December 2000

- Create a computer/information technology training interactive module that supports distance learning goals and ideals.

- Develop other, effective responses to changing opportunities in the delivery of information.

- Launch a homepage as part of the overall information gathering and communication processes related to this project.

- Discover other training initiatives for this endeavor.

- Develop delivery systems founded on open dialogue and education for the product.

- Help to create an electronic classroom and training initiatives and be part of the Hennepin County Library 'College.'

##### **PHASE 6: Training**

January 2001 –

- Sponsor a forum to rollout the manual and training program.

- Seek cooperative partners such as Library School Programs or other major public libraries and begin to teach cataloging the Hennepin way.

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**Berman's calls the reassignment "an all-too-common management tactic" for troublemakers**

What follows is the truth: There is no internal or external clamor for such a cataloging manual. One co-worker lately averred that she once said in an interview that a "manual" would be nice, but she only meant a 3-ring binder to accommodate memos! I was never consulted about the reassignment announced to me (and everyone else) last Monday morning. My instruction: to immediately occupy a vacant office remote from Tech Services the next morning. I asked if that meant I would no longer supervise the catalogers or perform cataloging. The unequivocal answer: Yes. A local labor lawyer describes this all-too-common management tactic as a means to inflict punishment and humiliation, ultimately leading to resignation. That is exactly what happened. Since I refuse to submit to further debasement and frankly can no longer tolerate the nonstop deception perpetrated by HCL management, I am now on leave until 6-10-99, at which time I begin a retirement two-and-a-half years sooner than I had planned or intended. Think of this sad sequence as merely an "internal personnel matter" or view it as another instance of squelching workplace speech and imposing a ruthless "Business model" on a public institution ostensibly dedicated to openness, service and equity. See you in New Orleans. For the last time. From a place of blossoming magnolia, scylla & daffodils ... *Sandy Berman*

**Berman's farewell to HCL colleagues**

From: berman, sandy  
Sent: Sunday, April 25, 1999 1:25 PM  
To: ALMOST ALL MAIL USERS  
Subject: FAREWELL

Dear HCL Colleagues and Friends:

I am resigning from HCL employment effective 6-10-99 and will be on leave until then. My intention had been to retire in two-and-a-half years, but recent events have forced an earlier retirement. To be candid: I refuse to submit to any further muzzling, punishment and humiliation. It has been a genuine honor—over the past 26 years—to work both with and for such a skilled, devoted and caring staff. To all of you (with only a few exceptions): GOOD LUCK!  
*sandy berman*

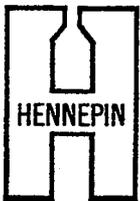




DATE: 4-23-99  
TO: Elizabeth Feinberg, Assistant Manager, Technical Services, Hennepin County Library  
FROM: Sanford Berman, Ex-Head Cataloger  
SUBJECT: RESIGNATION

I resign from HCL employment effective 6-10-99.

I regard this as a forced retirement.



DATE: 4-23-99  
TO: Lois Ann Gregory-Wood, Council Secretariat, American Library Association (50 E. Huron Street, Chicago, IL 60611)  
FROM: Sanford Berman, ALA Council Member-at-Large  
SUBJECT: RESIGNATION

Dear Lois Ann,

I wish to resign from Council as of the end of the 1999 New Orleans Conference. Please remove my name from the Council roster and mailing list at that time.

While I regret disappointing the almost 4,000 ALA members who voted for me last year, I only feel comfortable serving on Council as a working librarian. Effective 6-10-99, due to forced retirement at Hennepin County Library, I will no longer be a working librarian.

With warmest regards to you and all Council members,

P.S. Kindly post this message on the Council listserv.

## Activist Librarian Resigns

Reprinted from MSRRT Newsletter, vol. 12, no. 2, Summer 1999. Editorial by co-editors Chris Dodge and Jan DeSirey, members of HCL's Catalog Department who worked with Sandy for many years.

Activist librarian prototype Sandy Berman resigned in April from Hennepin County Library, where he had worked as Head Cataloger since 1973. In a message to Hennepin County staff dated April 25, Berman wrote:

Dear HCL Colleagues and Friends:  
I am resigning from HCL employment effective 6-10-99 and will be on leave until then. My intention had been to retire in two-and-a-half years, but recent events have forced an earlier retirement. To be candid: I refuse to submit to any further muzzling, punishment and humiliation. It has been a genuine honor—over the past 26 years—to work both with and for such a skilled, devoted and caring staff. To all of you (with only a few exceptions): GOOD LUCK!

The resignation came on the heels of a written reprimand in February for communicating with colleagues outside HCL on cataloging issues—his raising questions was called “inappropriate and divisive”—and forced relocation in April under the pretext of assigning him to a special project.

Berman had earlier been served an oral reprimand in 1996 for circulating a petition among staff members urging that the fine rate for children's materials not be doubled. Over 65 Hennepin staff members protested the latest reprimand in a joint memo to the library's director in March, and others submitted individual letters. The latter went unanswered, while the signers of the former received a response in which the problem was stated thusly:

HCL management has become the target of a particularly one-sided and unfair public discourse.

Dozens of colleagues nationwide wrote and called to support Sandy, and media queries prompted a Library statement which noted,

There have been allegations that HCL staff and line management were excluded from the decision-making process [and] that HCL is creating a work environment that discourages staff from expressing their professional opinions about policy and operational issues.

On April 19 Berman was instructed to immediately occupy a remote office, told he would no longer

supervise Hennepin catalogers or perform cataloging, and informed that his new project was to create a cataloging manual. Concurrently Berman's staff were told this news (and apprised that an “Employee Assistance Counselor” would be available for consultation two days later), and a memo to all Library staff went out via e-mail announcing the “reassignment” and asking people to “join. . . in congratulating Sandy.” The Employee Assistance appointment, it was later learned, had been set up weeks in advance. Hennepin's cataloging budget, cut by \$100,000 in 1999, has now been reached through staff attrition.

Named Minnesota Librarian of the Year in 1977, Berman was subsequently honored with the Margaret Mann Citation (1981), Honeywell Project Anniversary Award for Peace and Justice (1988), American Library Association (ALA) Equality Award (1989), Downs Intellectual Freedom Award (1996), and even the Golden Phallus Award (1997) for “body- and sex-positive contributions to society.” He has written and edited numerous books (one of which—a new edition of his *Prejudices and Antipathies*: a tract on the LC subject headings on people—garnered the 1994 Carey McWilliams Award) and is the subject of *Everything You Always Wanted to Know about Sandy Berman But Were Afraid to Ask* (McFarland, 1995). Despite professing discomfort with the idea of leadership—which, as he noted, implies followers—Berman ran and was elected last year to ALA Council, garnering 3904 votes, twelve hundred more than the next leading vote-getter. With his departure from HCL, Berman also announced his resignation from ALA Council effective after the 1999 annual conference.

Berman's influence and inspiration—to courageously seek and speak the truth, to represent the powerless, to debate issues with dignity and without acrimony—lives on widely. In the person of librarians, cab drivers, students, authors and untold others, the seeds he has sown have long ago taken hold, grown, blossomed and given forth new offspring. He can rest now—for a while—knowing his work continues. Links to a support petition and more extensive background information can be found at:

<<http://www.geocities.com/SoHo/Cafe/7423/sandy.html>>

*American Library Association*

*Freedom to Read Foundation*

## *Roll of Honor*

### *Sanford Berman*

*in recognition of your commitment to making the First Amendment  
a living document in libraries and throughout our nation on the  
occasion of the 30th anniversary of the Office for Intellectual Freedom  
and the Freedom to Read Foundation.*

*Ann Symons*

*Ann K. Symons, President  
American Library Association*

*Candace D. Morgan*

*Candace D. Morgan, President  
Freedom to Read Foundation*

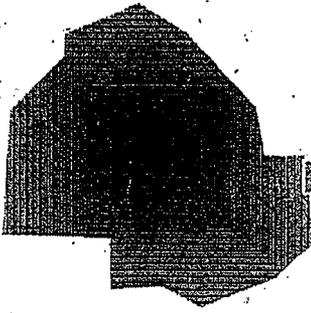
*January 30, 1999*

12



DEC 99

★ ★ ★  
OIF  
FTRF  
30



# Hennepin County

An Equal Opportunity Employer

June 16, 1999

Sanford Berman  
4400 Morningside Road  
Edina, MN 55416

Dear Sandy,

Congratulations on your retirement from the Hennepin County Library, Cataloging Section. I wish you well as you retire after 26 years. Enclosed is a letter opener as a token of appreciation from the County.

Best wishes and good luck in your retirement.

Sincerely,

Thomas O'Neill  
Senior Human Resources Representative

Hennepin County Library Administrative Offices  
12601 Ridgedale Drive  
Minnetonka, Minnesota 55305-1909  
(612) 541-8530

MARY TAMBORNINO  
COMMISSIONER



PHONE  
348-7886  
FAX 348-8701

BOARD OF HENNEPIN COUNTY COMMISSIONERS

A-2400 GOVERNMENT CENTER  
MINNEAPOLIS, MINNESOTA 55487-0240

Mr. Paul W. Stockland  
517 Main Street-Apartment 301  
Hopkins, MN 55343

June 9, 1999

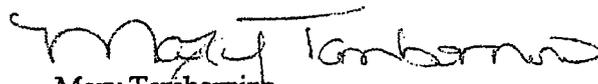
Dear Mr. Stockland:

On April 30, 1999, I, as were all the Hennepin County Commissioners, was advised by our counsel not to speak further on the matter regarding Mr. Sanford Berman. Our Human Resources office and County Attorney's office have investigated and concluded that Mr. Berman resigned and was not forced out.

I have seen nothing to the contrary to dispute this finding and because of the Data Privacy Act I may not comment further.

I do appreciate your inquiry.

Sincerely,

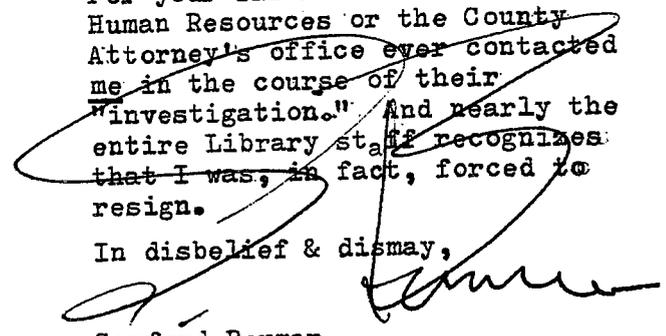
  
Mary Tambornino  
Hennepin County Commissioner, Sixth District.

6-16-99

Dear Commissioner Tambornino,

For your information: No one from Human Resources or the County Attorney's office ever contacted me in the course of their "investigation." And nearly the entire Library staff recognizes that I was, in fact, forced to resign.

In disbelief & dismay,

  
Sanford Berman

612-925-5738

cc: P. McLaughlin  
R. Johnson  
M. Opat  
S. Vargas



*Twin Cities  
Metropolitan Area*

## MINNESOTA AFSCME COUNCIL NO. 14

300 HARDMAN AVENUE SOUTH • SUITE 2  
SOUTH SAINT PAUL, MINNESOTA 55075-2489

(612) 455-0773

FAX (612) 455-1311

June 16, 1999

FOR IMMEDIATE RELEASE:

Sandy Berman, former Head Cataloger at the Hennepin County Library (HCL), was recognized recently for his 26 years as an activist librarian in Minnesota with an award named in his honor. The "Sandy Berman Award for Social Responsibility in Library Services" was presented to Berman on June 12, 1999, by AFSCME Locals 2864 (representing HCL non-supervisory librarians) and 2822 (representing associate librarians and support staff). The award cites Berman's "many years of passionate service to the diverse patrons of the library world" and expresses "gratitude for his generous leadership, guidance and inspiration to us, his colleagues". In the future, the award will be given to HCL staff members who "make unique and invaluable contributions to humanity through their work in Hennepin County Library".

In 1990 Berman accepted the John Sessions Memorial Award on behalf of HCL, for his significant library work with the labor community. He has also been individually honored with the Honeywell Project Anniversary Award for Peace and Justice (1988), the American Library Association Equality Award (1989), the Carey McWilliams Award for "outstanding scholarly work relating to the U.S. experience of Multiculturalism" (1994), and the Downs Intellectual Freedom Award (1996).

For further information: Jan DeSirey, Secretary, Local 2864  
(612-694-8644)

*In recognition of Sandy Berman's many years of passionate service to the diverse patrons of the library world, and in gratitude for his generous leadership, guidance and inspiration to us, his colleagues, we the members of AFSCME Locals 2822 and 2864 have determined to establish the,*

**SANDY BERMAN AWARD FOR  
SOCIAL RESPONSIBILITY IN  
LIBRARY SERVICES,**

*a distinction with which we shall honor those who also make unique and invaluable contributions to humanity through their work in Hennepin County Library.*

*- June 12, 1999 -*

## WORDS FOR SANDY

June 12, 1999

Superlatives, even lots of them strung together, seem inadequate for the task of saying what we want to say to you. You're such a Big Man; it's hard to find big enough words. But there is an analogy that fits. For many of us May Day is the favorite holiday of the year, celebrating as it does both the red and the green aspects of life. It's a high point of the year. You're the high point of another sphere. So here goes:

*As May Day is to the physical world,  
So you are, Sanford Berman, to the library world.*

## We Thank You

For Your Outrageous Insubordination,  
Which is, of course, another way of saying Passionate Commitment,  
On Overdrive,  
In the Service of the Highest Ideals of providing for People,  
All The People,  
As Much of the Time as Humanly Possible,  
The Kind of Access and Service Everyone Needs and Deserves

And for Teaching us in the Best Possible Way,  
By Doing It Yourself  
Right in Front of Us  
In Full View  
With Full Explanations of Why and How

And for Being the Sweetest Most Attentive Friend at the Same Time

And for Keeping On Working  
On and On  
For Years and Years  
When Many Others Retreated to Comfortable Backwaters & Quiet Cubicles  
And Gave up Being Passionate and Committed

For Fearlessness and Idealism and Focus in the Cause

We Thank You

S. Nilsen

# Resolution

## Presented to ALA Council

### June 1999

Resolution: Sandy Berman

*Whereas* Sanford Berman is one of the most respected voices in the field of librarianship, and

*Whereas* his dedicated work at Hennepin County Library has enhanced the reputation of HCL tremendously through his innovative approaches to cataloging and brought it significant benefits, and

*Whereas* Sanford Berman was formally reprimanded by management and then reassigned (i.e. removed from his position in cataloging) on account of his discussion of professional matters with colleagues and the voicing of his principled opinions on library matters,

*Therefore, be it resolved* that the Council of the American Library Association decries the denial of Sanford Berman's rights to discuss differing opinions on professional matters in his area of expertise, and express our outrage at the behavior of Hennepin County Library, Berman's employer, who, in retribution, exiled him to work away from the cataloging to which he has dedicated several highly productive decades, and

*Be it resolved* that ALA Council calls for censure of Hennepin County Library's administration for its infringements of Berman's free speech rights, for its retribution against him, and its overall violations of his professional rights.

Moved by:

Mark Rosenzweig

Seconded by:

S. Michael Malinconico

Mitch Freedman

Deidre Conkling

#### Statutory support for this resolution by Mover:

The citations I made supporting the Berman resolution are from the 1998-1999 *ALA Handbook of Organization*.

Two general ones are from pages 29-30, 1.2, on column two and 1.3 (Priority Area E) on column three. The first states the general mission of working to improve the profession itself.

The second, entitled "Personnel resources," refers to "Librarians [upholding] the ALA Code of Ethics, which includes an affirmation of intellectual freedom for librarians.

[Also] Priority Area C. "Intellectual freedom" which states "ALA will promote the protection of library personnel...from censorship."

Section 53.1.12 is on page 44. ["The ALA believes that freedom of expression is an inalienable human right, necessary to self-government, vital to the resistance of oppression, and crucial to the cause of justice, and further, that the principles of freedom of expression should be applied by libraries and librarians throughout the world."]

Section 54.6 #2 (PAGE 45) COLUMN 3, "Fair Employment Practices."

Section 54.7 (page 45, column 3) entitled "Security of Employment for Library Employees," which is pertinent in all its subsections but which contains section 4, which states explicitly that "Security of employment [is] an elementary right, [which] guarantees specifically... (4) The opportunity for the library employee to work without fear or undue interference or dismissal and freedom from discharge for racial, POLITICAL, religious, OR ANY OTHER UNJUST REASON.

Section 54.16 "On Professional Ethics," whose provision #5 states:

"We treat co-workers and other colleagues with respect, fairness and good faith, and ADVOCATE conditions of employment that safeguard the rights and welfare of all employees of our institutions to work without fear of undue interference or dismissal . . . ."

(rubber stamp)

REVIEWED FOR CONFORMATION WITH  
GUIDELINES

by Council Resolutions Committee

[Note: Bracketed words and sentences have been added for clarity. —Ed.]

# Berman Valedictory

Delivered by Sanford Berman, June 27, 1999, New Orleans, Louisiana

(Reprinted from MSRRT Newsletter, vol. 12, no.3, Fall 1999)

In January 1997, I submitted five "professional concerns" when running for ALA Council. They remain my primary concerns, and perhaps yours, too:

- Enlarge "intellectual freedom" efforts to include opposition to economic censorship (like media monopolization and the chain superstore threat to independent booksellers and small presses); frank recognition, at least, of library censorship (e.g. the failure to select visual erotica, zines, labor materials, small press fiction and poetry, and graphic novels); and support for library staff to express their views on professional and policy matters without fear of reprisal.

- Stop and reverse the increasing commercialization of libraries and of ALA itself, which threatens the very soul of the profession: its commitment to genuine openness, diversity and neutrality. (Among other things, this means ensuring that libraries are spaces or refuges free from hype and otherwise incessant sales pitches.)

- Expand and simplify access to library resources for poor, unemployed and homeless people, in part by energetically implementing ALA's "Poor People's Policy." (Locally, this also involves abolishing fines when their major purpose is to generate revenue, not to get the books back, and avoiding fee-based services—like bestseller rental programs—that are predicated solely on the ability to pay.)

- Foster greater democracy within both ALA and library workplaces, combating such traditional management and mystery cult practices as hierarchy, paternalism, elitism and secrecy; encouraging library unionization as a means of real empowerment, a way to create countervailing power; and unmasking the latest versions of Taylorism and TQM as frequently manipulative and wasteful frauds and fads. (In this context, that ubiquitous maxim, "Question Authority," might be modified to: "Question Managerial Prerogatives.")

- Maintain and dignify such activities as collection development and cataloging as "core functions" best performed in-house rather than outsourced.

I'd like to add another item, related to the shibboleth about libraries being "bulwarks of democracy":

- Proactively foment and facilitate public policy debates on timely issues through programs, resource lists, and displays. (How many libraries have done this, for instance, regarding classism or poor-bashing, corporate welfare, economic democracy, and corporate power? These are not even LC-sanctioned subject headings!)

So what should libraries be?

- Equally accessible to everyone.
- Dynamic sources of all kinds of information and ideas, available in a setting free of hucksterism.
- Open places, where rules and policies emerge from unfettered, transparent discussion among users and staff.

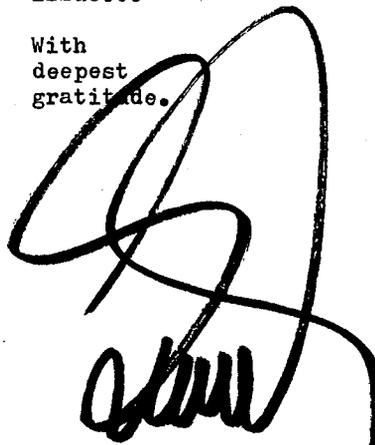
I honestly don't think that's too much to ask. Do you?

7-2-99

Querido  
Companero,

For  
the  
"memorial"  
issue...

With  
deepest  
gratitude.



**Patti Baskin's letter  
to *Library Journal*, July 1999**

As immediate past president of the board of the Hennepin County Library (HCL), I was particularly disappointed to see the editors of such a respected professional publication as *Library Journal* launch a personal attack on HCL Director Charles Brown and a member of his management team, Elizabeth Feinberg ("LJ's April 1st Awards," Editorial, *LJ* 4/11/99, p. 6).

Brown has more than 30 years' experience in the library world, having served as director of three public libraries and as president of the Public Library Association. He currently serves as a member of the American Library Association (ALA) Council and ALA's 12-member Executive Board. He also has a solid reputation for positive staff relations. . . .

Feinberg is a dedicated HCL employee with impeccable library credentials—and a demonstrated ability to take on tough managerial assignments—including the reengineering of HCL's cataloging practices.

Over the past 25 years, Hennepin County and HCL have made a substantial investment in support of a singular vision of what makes a library catalog accessible. Both the staff and the library benefited from this support, earning a national reputation for innovation. . . .

No other library joined HCL in this vision—perhaps, in part, because no other library was prepared to join HCL in redoing nearly every catalog entry to eliminate the use of such abbreviations as "c" for "copyright."

HCL's decision to adopt MARC and AACR2 standards as the basic cataloging structure generated understandable comment; organizational change can be wrenching. But when faced with the need to catalog increasingly diverse information resources for an increasingly diverse constituency, it is not unreasonable to decide there must be more efficient strategies for dealing with the abbreviation problem than redoing 26,000 catalog entries per year. Especially if making the change means the library can expand innovative cataloging practices. . . .

It is unfortunate that the person most qualified to document and integrate the best of HCL's cataloging practices with AACR2 standards chose to make his displeasure with HCL's decision public and to retire. The process HCL uses. . . will be documented for future HCL catalogers and for the broader library community without his guidance.

The internal personnel issues involved in managing this organization change should never have become the focus of a public dialog—since

neither Brown nor Feinberg is free to discuss personnel matters publicly. *LJ*'s role in fueling this ill-informed, one-sided discussion is disappointing. But it is even more disappointing that *LJ*, acting on a particularly one-sided account of the issues, chose to hold two respected library professionals up to ridicule. We've come to expect better from you.

—Patti Baskin, Past-President, Hennepin Cty. Library Board, Minnetonka, MN

**Charles Brown's letter  
to *Library Journal*, July, 1999**

I continue to be both dismayed and disappointed by *LJ*'s inaccurate, biased and inflammatory depiction of a personnel issue within Hennepin County Library (HCL). Privacy requirements preclude comment on most personnel issues; however, it is important to respond to the unsupported allegations that continue to be reported by *LJ*. Contrary to what was reported ("Citing 'Deception,' Berman Resigns from Hennepin County," News, *LJ* 5/15/99, p. 14), Sanford Berman did not receive a demotion, nor was he removed as head cataloger. Berman temporarily was relieved of responsibility for routine day-to-day supervision of the cataloging work unit to free his time to document HCL's innovative cataloging practices. . . . Berman retained the position of head cataloger and responsibility for providing counsel to the cataloging department.

To characterize the assignment, which included the possibility of lecturing at library schools and other major libraries, as "make work" is flatly inaccurate. For 25 years HCL invested substantial public resources in a singular approach to cataloging. As a result, both Berman and the library enjoy a national reputation for innovation.

Unfortunately, there are no guidelines for the process used to determine when additional cataloging information is needed, very little documentation of the standards used to modify the HCL catalog, and no formal training protocol. Safeguarding the library's commitment to accessibility by developing an information and training program for use within HCL and by other library systems is not "make work." Since Berman elected to retire, the project now will be implemented without the benefit of his oversight.

I personally regret Berman's decision to retire at this time. It is a loss to HCL and to the profession in general.

—Charles M. Brown, Dir., Hennepin Cty. Lib., Minnetonka, MN

**Sandy's response to the letters**

**by Baskin and Brown**

[An edited version of this letter appeared in *Library Journal* in August, 1999]

6-21-1999  
Library Journal

Dear Colleagues,

Patti Baskin and Charles M. Brown ("Letters," July 1999) deserve a fantasy fiction award.

Baskin unmistakably implies that Hennepin County Library only lately decided "to adopt MARC and AACR2 standards as the basic cataloging structure." In fact, HCL had been using a MARC format for nearly 3 decades and adopted AACR2 when it first appeared, albeit with several user-friendly exceptions desired by public service staff. (Indeed, HCL importantly anticipated AACR2 by instituting rigorous title-page cataloging—one of its key reforms—a year or more in advance.) Reexamination of HCL's AACR2 departures was to have been undertaken by the Cataloging Redesign Project Team. HCL management, however, unilaterally declared that AACR2 would be accepted in its entirety, a decision made without consulting the Design Team, me, catalogers, or public service staff. It was in the context of stifled discussion and arbitrary decision-making that I wrote my now-infamous note to MINITEX about AACR2 shortcomings, an act that resulted in my being reprimanded.

Baskin is apparently not familiar with "function keys." Only one stroke is necessary to convert "c" into "copyright."

Baskin asserts that I chose "to make [my] displeasure with HCL's decision public and retire." To borrow Charles Brown's phrase, this is "flatly inaccurate." My "displeasure" was expressed to two colleagues at MINITEX only—because they had authored a statement, at management request, justifying the closed-door decision, a statement subsequently circulated to the whole HCL system. I "went public" with the unjust reprimand, having failed to secure its retraction through the formal appeals process. I later retired after being summarily reassigned to a full-time, make-work project, a tactic commonly employed to force out "undesirables." No, I was not "demoted," nor did I ever claim so.

The project I have elsewhere referred to as tantamount to "toilet cleaning"—namely, preparation of a cataloging manual—was *never* discussed with me or any other catalogers before being a

announced to the system and library press on April 19th. There has been no external clamor for an HCL manual. What other libraries *do* want is access to the HCIS Authority File and databases. And that's precisely what I have recommended to management for years: selling these products as both a professional contribution and source of revenue-generation. Internally, if truly required, a manual could be assembled within a few weeks by the senior staffer who routinely trains new catalogers and archives cataloging decisions. In actuality, much of the "documentation" and "standards" whose absence Brown laments are firmly and clearly embedded in the online Authority File and annotated DDCs.

Baskin and Brown curiously provide no context for my sudden and secretive reassignment: the reprimand, the enormous public and professional protest, and the *LJ* "April Fool" citation. They also neglect mentioning that my total removal from cataloging meant the loss of one FTE at a time of growing backlogs, an ever-greater influx of new materials, and the impending retirement of another experienced, highly-productive full-timer.

Baskin attributes to Charles Brown "a solid reputation for positive staff relations." While my still-employed HCL colleagues may not dare to dispute this, I can. Morale has never been lower. And in a recent "Staff Climate Survey," a large majority of HCL employees expressed little or no confidence in Brown's leadership. Finally, "dedicated. . . employee" and "respected library professional" is not exactly how most HCL staff would describe Elizabeth Feinberg.

Sanford Berman  
Former Head Cataloger

**Keven Larson's letter to *Library Journal***

[An edited version of this letter appeared in *Library Journal* on September 1, 1999]

July 20, 1999

Dear *LJ* Staff:

Hennepin County Library Director Charles Brown's indignant, defensive and accusatory letter to *LJ* ("Letters," July 1999) fails to accurately represent the events which led to Sanford Berman's premature retirement from HCL. While Brown's missive was long on unsubstantiated claims, it was extremely short on demonstrable facts. Some that Brown's letter neglected to mention were:

Brown's removal of Sanford from his Cataloging supervisory duties followed Brown's and Elizabeth Feinberg's reprimand of Sanford for writing a brief letter concerning AACR2. Of Sanford's letter, its recipient, Bill DeJohn of MINITEX, has stated publicly, "It was just a friendly response to my note. . . . I didn't see it as contentious."

The reprimand earned Brown and Feinberg public ridicule in the pages of the April 1, 1999 *LJ*. Under the heading "Absurdity has returned to librarianship," they were both awarded a mock "Staff Morale and Unity Award" for their actions.

On April 19, or what has come to be known as the "Monday Morning Massacre," Sanford was called into a meeting with Brown and HR representative Tom O'Neill. It was then that Sanford heard of the "project" for the first time. At the same time, the Cataloging staff was called into a meeting with Feinberg and Sharon Charles, ostensibly to discuss Cataloging's "data collection process." There, Feinberg and Charles informed the Cataloging staff that Sanford was being relieved of his supervisory duties and that Feinberg would be assuming them. The "data collection process" was never discussed. By the time the meeting was over, a cheerful-sounding, even joyous, system-wide e-mail and a press release announcing the "project" were already being distributed. The press release made no mention of Brown's removal of Sanford from his duties as Cataloging supervisor. Sanford was given one day to vacate his Cataloging cubicle.

Surely any competent and well-intentioned administrator would have discussed and even developed such a project through consultation with the employee involved—particularly one of Sanford's prominence and expertise. Given the above facts, Charles Brown's benevolent description of the "project" rings resoundingly false. However, it is not difficult to see Charles Brown's and Elizabeth Feinberg's behavior in this matter as a shabby act of retaliation.

Please note that this letter in no way represents official HCL views on this matter, and that I include my position with my signature merely for purposes of identification.

Keven Larson  
Cataloger, Hennepin County Library

### **Berman appeals to the Chair of the Hennepin County Board of Commissioners**

July 17, 1999  
Randy Johnson, Chair  
Hennepin County Board of Commissioners

Dear Chair Johnson,

I formally request that the Hennepin County Board of Commissioners direct the Hennepin County Library management to:

1. Rescind the unjust reprimand, issued to me on February 8, 1999.
2. Publicly apologize for the reprimand and subsequent mistreatment visited upon me.
3. Unequivocally guarantee free speech for Hennepin County Library staff.

With thanks in advance for your attention to this request,

Sanford Berman  
Former HCL Head Cataloger

### **The Chair of the Hennepin County Board of Commissioners rejects Berman's appeal**

August 4, 1999  
Mr. Sanford Berman

Dear Mr. Berman:

In response to your recent letters to me, I discussed your situation with staff in Hennepin County's Human Resources Department and the County Attorney's Office. As a result of those discussions, I cannot conclude that you were treated inappropriately.

The First Amendment, moreover, does not apply to a public employee's internal disagreement with management. The United States Supreme Court has made clear that "when an employee counsels [his] coworkers to do their job in a way with which the public employer disagrees, [his] managers may tell [him] to stop . . ." *Waters v. Churchill*, 114 S. Ct. 1878, 1886 (1994).

Very truly yours,

Randy Johnson, Chair  
Hennepin County Board of Commissioners

### Berman replies to the Chair's letter

August 11, 1999  
Randy Johnson, Chair  
Hennepin County Board of Commissioners

Dear Randy,

Many thanks for your just-received 8-4-99 letter, in which you conclude that I was *not* treated "inappropriately." You also quote a Supreme Court case holding that "when an employee counsels [his] coworkers to do their job in a way with which the public employer disagrees, [his] managers may tell [him] to stop. . . ."

You state that my "situation" was discussed "with staff in Hennepin County's Human Resources Department and the County Attorney's Office." Can you explain why no one from these departments or from your office has ever discussed my "situation" with *me* or with my former co-workers?

I am forced to assume, with much dismay, that what you regard as "appropriate" treatment includes making utterly false allegations against me and then reassigning me to a "make-work" job in direct retaliation for "going public" about an unjust reprimand. Nearly the entire County Library staff understands exactly what happened—and why. How come it's so difficult for you "downtowners" to grasp?

The Supreme Court quote is completely irrelevant, since I never counseled co-workers to "do their job in a way with which the public employer disagrees." What I *did* do was share with coworkers my brief critique of some aspects of a descriptive cataloging policy that had been arbitrarily and secretively adopted by upper HCL management without consulting *any* appropriate stakeholders (most notably public service and cataloging staff), an act which wholly violated and undermined a team-based decision-making process already underway.

The "awful truth," which my still-employed HCL colleagues dare not declare publicly, is that the system is seriously mismanaged and morale has never been lower. In last year's "Staff Climate Survey," a large majority of HCL employees expressed little or no confidence in the Director's leadership. My "situation" merely represents another symptom or example of that continuing malaise.

In my July 17th request to you I did not demand reinstatement nor compensation for the large costs involved in defending my dignity and reputation. All I wanted was justice. And that's still what I want.

All best wishes,

Sanford Berman

### Berman appeals to the Executive Board of the Minnesota Library Association

August 22, 1999

Executive Board  
Minnesota Library Association

Dear Colleagues,

As a former Minnesota Librarian of the Year and lifetime MLA member, I formally request that—based on already-submitted documentation—you urge Hennepin County Library management to:

1. Rescind the unjust reprimand issued to me on February 8, 1999
2. Publicly apologize for the reprimand and subsequent mistreatment visited upon me.
3. Unequivocally guarantee free speech for Hennepin County Library staff on professional and policy issues.

With thanks in advance for your attention to this matter,

Sanford Berman  
Former HCL Head Cataloger

### The Minnesota Library Association announces Sandy's selection for the Distinguished Service Award

August 24, 1999  
Mr. Sanford Berman

Dear Mr. Berman:

I am pleased to inform you of your selection to receive the Minnesota Library Association's Distinguished Service Award—Category One. The award is "given in recognition of distinguished service to the profession and for active and innovative leadership in the development of libraries and the improvement of library services." Mr. Walt Dunlap, Director of the Fergus Falls Public Library, nominated you. A

committee of members representing a variety of organizations that comprise MLA selected you from a list of nominees.

The award will be announced at the MLA Annual Conference to be held September 29 through October 1 in Duluth. We would invite you to attend the Awards banquet on Thursday, September 30, when the list of award winners will be announced. You are the only recipient of this award for 1999. A social hour will begin at 6:30 p.m. followed by dinner at 7:00 p.m. Because a cruise on Lake Superior will follow the Awards banquet we will begin the presentations at 8:00 p.m. Time constraints require us to establish time limits for each presentation. We are asking that each presenter and award winner limited their remarks to one minute. If we comply to this strict schedule we will have time to get all those participating on the boat by our 8:45 p.m. deadline.

We would appreciate written confirmation of your acceptance of the award, as well as notification if you can be in attendance on September 30. We will provide a complimentary ticket to the banquet and cruise for you and your guest. Please notify me of your guest's name so we can have name tags available. We also ask that you provide us your name, as you would like it to appear on the award. We need the information by September 10.

Congratulations on being selected to receive this special award! Should you have any questions about MLA, the annual conference or the awards banquet, please do not hesitate to contact me.

Sincerely,

William R. Brady  
Executive Director

#### **Berman accepts the Distinguished Service Award**

August 31, 1999  
William R. Brady  
Minnesota Library Association

Dear Colleague,

Many thanks for your August 24th letter, advising that I have been selected to receive the MLA Distinguished Service Award—Category One.

I am delighted to accept this honor and will gladly attend the awards banquet on September 30th. I'd also like to "do" the Lake Superior cruise afterward.

My name as it should appear on the award:  
Sanford Berman.

With warmest regards,

Sanford Berman

#### **William Brady, Executive Director of MLA, replies to Berman's appeal**

September 1, 1999

Dear Mr. Berman:

I am in receipt of your letters and wanted to update you regarding the Board's schedule leading up to the conference. First, on your request regarding the funds that were once part of the abolished Legal Defense Fund, the Board voted at its August meeting to accept the recommendation of the Humanitarian Fund Committee. Unfortunately your comments were not received in time to be made available to the Board. The Board understands that this decision may not be universally supported by the membership but believes it offers membership the best solution. The reason why the ballot includes a Humanitarian Fund position is because, since no decision has been made by the membership at the time of the Association's election process, we must proceed with the rules in place. Both of the candidates are aware that if the membership accepts the Board's recommendation to transfer the funds to the Minnesota Library Association Foundation to be utilized as the Foundation Board so determines, then there will be no need for the Humanitarian Fund Committee.

I will place your letter on the Board agenda for its next meeting, which is scheduled for September 28 in Duluth. It is possible the Board could decide to revisit the issue based on your recommendation. If you would like to attend the meeting and speak to the Board, please let me know so we can schedule appropriately.

Your second letter will be forwarded to the Board as well. I can tell you that a similar request was brought to the Board this spring, and the Board declined to take a position on the employment issue. Following the advice of counsel, the Board felt they could not allocate the time or resources necessary to undertake an independent investigation of the allegations. The Board was also presented a resolution on intellectual freedom. Since the issue was scheduled as an agenda item at ALA, the Board

decided to wait and review the ALA action for possible ratification at the state level. ALA Chapter Councilor, Gretchen Wronka, reported to the Board in July that the issue had been referred to an ALA committee for further study. It was decided that the MLA Board would closely monitor the committee's work. Since your request asks for specific action to guarantee free speech for Hennepin County library workers, I think it is important to advise you that at no time has the Board viewed this issue as only a Hennepin County one. When and if the Board adopts a resolution on this subject, it will address all Minnesota library workers.

On behalf of the Board I want to thank you for your recommendations and request for Board action. The Board appreciates your input on these important issues.

Sincerely,

William R. Brady  
Executive Director  
Minnesota Library Association

**Sandy writes to "Reader's Forum,"**  
*American Libraries*

September 1999  
Reader's Forum  
*American Libraries*

**Rights or Ethics?**

Early in March, hoping to prevent other colleagues from undergoing the same denial of on-the-job intellectual freedom that I was experiencing at Hennepin County Library, I proposed a resolution to ALA Council to add the following language to the Library Bill of Rights

<[www.ala.org/alaorg/oif/lbr.html](http://www.ala.org/alaorg/oif/lbr.html)>:

"Libraries should permit and encourage a full and free expression of views by staff on professional and policy matters." (August, p. 92).

E. J. Josey, Maurice J. Freedman, Tamara Miller, and Gretchen Wronka (Minnesota Chapter Councilor) seconded the resolution.

On June 29, ALA Council overwhelmingly voted to refer the amendment to its Committee on Professional Ethics, which presumably will report back in six months, perhaps recommending new language for the ALA Code of Ethics.

While some sympathetic Council members supported the referral as a way to at least keep the proposal alive, I opposed it.

The arguments favoring referral largely asserted that the Library Bill of Rights was exclusively user-centered and that the document itself was now tantamount to holy writ, not to be frivolously desecrated by the unanointed. This is why I opposed the referral:

1. The focus is entirely on free speech, which perfectly harmonizes with the tone and substance of the Library Bill of Rights.

2. Hardly anyone, in truth, sees or reads the ALA Code of Ethics, but the Library Bill of Rights is often laminated, framed, displayed and even distributed to the public and staff—and thus seems an ideal vehicle for stating with equal firmness and clarity that library resources *and* employees should be uncensored.

I argued that the speech climate within a library could directly impact user resources, access and services, particularly if staff were unable to openly and fully discuss such basic matters as cataloging policy, fee-based activities, and collection development.

To thwart the ALA establishment from burying or muting this vital issue and to concretely establish free-speech rights for all library staff, I invite every ALA member to contact both the Ethics and Intellectual Freedom Committees, demanding that the amendment as originally proposed be speedily added to the Library Bill of Rights.

Sanford Berman  
Edina, Minnesota

**Noel Peattie writes to "Reader's Forum,"**  
*American Libraries*

September 1999  
Reader Forum  
*American Libraries*

**The Berman Legacy**

The circumstances of Sandy Berman's retirement from Hennepin County (Minn.) Library are well-documented (June/July, p. 36). As a good personal friend, I want to point out his contributions to the library profession.

Few librarians have had the impact on the lives of ordinary working people that Berman had. His efforts in revising, challenging, rewriting, editing and downright denouncing the subject headings assigned to books and periodicals by the Library of Congress was no mere 1960s-era intellectual exercise. It invited thousands through the doors of Hennepin County Library, and other libraries adopting his principles, to find AIDS information, ethnic histories, off-beat music and literature, and assistance in the struggles against racism, sexism and corporate welfare.

In this work he challenged the library profession and its bureaucracies, just as a comparable figure, Ralph Nader, aroused the wrath of American business and industry. Most of us living outside Minnesota would never have heard of HCL if it had not been for Berman. That he was awarded a letter-opener upon his retirement shows how exact was this gift in the minds of those who wanted to put him in a tiny office on a remote floor.

While all of us might have wished his departure from HCL had been less stormy, avoidance of heavy weather was never Berman's steered course. He remains the Paracelsus of our profession—cleaning up, clearing the way, opening the windows, chasing the copiers away from their palimpsests, making them look at the body, the world outside, and the faces at the door.

Noel Peattie  
Winters, California

**Minnesota Library Association Past President  
Mary Martin presents an award to Berman**

#### News Release:

#### **Distinguished Achievement Award—Category I**

This award is given in recognition of distinguished service to the profession and for active and innovative leadership in the development of libraries and the improvement of library services. It is expected that the activities of the recipient in advancing the cause of libraries will have won recognition in a larger area than his/her service area.

This year's Distinguished Achievement Award recipient, recently retired from Hennepin County Library, has displayed missionary zeal in making the wealth of the library more accessible to the people it serves. In his long tenure his visionary approach has tweaked the thinking and pricked the conscience of professionals who might otherwise have cataloged

according to the rules instead of the real needs of library users. The writing and speaking he has done have given him a national stature few other Minnesota colleagues have enjoyed.

His long and active role in the Social Responsibilities Round Table provides a good parallel to his cataloging mission. The regular MLA Conference programs and displays he helped assemble and

## **The Distinguished Achievement Award**

THE  
MINNESOTA LIBRARY  
ASSOCIATION

presents the

**1999  
Distinguished Achievement Award**

to

## **Sanford Berman**

*In recognition  
of his distinguished service  
to the profession  
both at the state  
and national level.*

promote have provided a breath of fresh air and new perspective to attendees.

Our profession and this Association are stronger for his life-long efforts of combining his career with social responsibility. Thus we are pleased to award the 1999 Distinguished Achievement Award to Sanford Berman.

Presented by Mary Martin  
MLA Past President  
1999 Awards Banquet  
September 30, 1999

**VOYA (Voice of Youth Advocates)  
commends Berman**

October 1999  
VOYA 231

**Colleagues Move Onward and Upward**

Another giant in the library world leaves a gap with his absence. As Head Cataloger at Hennepin County Library in Minnesota, **Sanford Berman** was a tireless library activist for nearly thirty years. His efforts were always directed at making the library more receptive to its public, from the poorest and most diverse to the most ignored, including youth. Sandy constantly badgered the Library of Congress to approve his user-friendly subject headings for library catalogs. He championed many social responsibility causes at ALA and won many intellectual freedom awards; in January 1999 he joined the Freedom to Read Foundation's Roll of Honor. *VOYA* has been a recipient of many leads from Sandy, for which we warmly thank him. Sandy's many friends and supporters bid him farewell at Ralph & Kacoo's Restaurant in New Orleans on Sunday, June 27.

**Richard Lee, Director of Public Services,  
Pueblo Library District, Colorado, writes to  
*Library Journal*, complaining that Berman has  
exceeded his allotted "15 minutes of fame."  
Berman responds.**

October 24, 1999  
"Letters"  
*Library Journal*

Dear Colleagues,

Richard Lee complains that I've got way more than my due "15 minutes of fame" (*LJ*, 10/1/99, p. 8). He seems unconcerned, however, that I have yet to get even one minute of justice.

Sanford Berman  
Edina, Minnesota

**Berman writes to Nancy Perron, Community Relations Manager at Hennepin County Library, asking why HCL has not yet begun work on the Cataloging Practices Manual, which supposedly was urgently needed.**

October 19, 1999  
Nancy Perron, Manager  
Community Relations  
Hennepin County Library

Nancy Perron:

HCL management has repeatedly declared that a Cataloging Practices Manual is urgently required to meet in-house training needs and outside professional demand for such a product. This was presumably regarded as a high-priority project, so urgent that I was summarily ordered to begin it on April 19th and pursue it for a year, no longer performing any cataloging or supervising catalogers. Has the project been implemented since my resignation? And if not, why was someone else not assigned to undertake it immediately? Has the "urgency" lessened since I left?

HCL management has repeatedly declared its commitment to maintaining Hennepin's justly-vaunted cataloging standards and quality. Given that oft-stated commitment, how do you explain that

- the Head Cataloger position, occupied for nearly three decades by a Principal Librarian, has not been advertised, much less filled, and the Cataloging Section is being "coordinated" by a part-time Librarian temporarily upgraded to an Acting Senior Librarian dubbed "lead worker"? Doesn't this represent a blatant downgrading of the whole cataloging operation?

- caps have been imposed on the number of subject and other tracings (access points) that may be assigned to individual works, which might enhance "productivity" but indisputably reduces access and catalog utility?

- the latest HCL *Cataloging Bulletin*—nos. 161/162, July/October 1999—is a double-issue, covering 4 months instead of the usual 2 (since 1973), and runs to only 27 pages, which is considerably shorter than the previous bimonthly issues? The *Bulletin* has been HCL's primary vehicle for communicating cataloging innovations to Hennepin staff and the profession at large. Its

dramatic slowdown and diminution bespeak both a reduction in HCL's pioneering, user-friendly authority work and an insincere commitment to sharing HCL expertise and creativity with professional colleagues.

As ever,

Sanford Berman  
Hennepin County Resident/Taxpayer/Voter

[Note: Sandy has recently heard indirectly that HCL has announced that the *Cataloging Bulletin* will no longer be published.—Ed.]

**Berman again asks his former HCL supervisor, Elizabeth Feinberg, to reply to his memo of February 12, 1999, and demands an apology.**

December 3, 1999  
Elizabeth Feinberg  
Assistant Manager, Technical Services  
Hennepin County Library

Elizabeth Feinberg:

I still await a reply to my attached 2-12-1999 memo. At this point, I expect a swift and complete apology for the insulting and degrading treatment experienced, and for the blatant act of censorship you committed.

Sanford Berman

**Berman writes the CEO of OCLC, protesting the publication of the *OCLC Newsletter* article which included his name and photograph without his permission.**

December 12, 1999  
Chief Executive Officer  
OCLC

Dear CEO,

On Wednesday, February 10, 1999, I received a FAX from the *OCLC Newsletter*, asking me to correct and emend the text of an article—scheduled for the January/February issue—announcing Hennepin County Library's new membership in

OCLC.

I had been told nothing earlier of such an article. As it happens, at least two paragraphs dealt directly with me and HCL cataloging policy. And of two photos, one was of me as Head Cataloger. The next day I FAXed several corrections and additions to Dublin.

On Friday, the 12th, obeying a hunch, I phoned OCLC, asking if my FAX arrived safely, only to be told that it had, but that my immediate supervisor (Elizabeth Feinberg) had in the meantime told them to ignore all my suggested changes. (Of course, she never troubled to tell *me* that.) Accordingly, I requested that if my input were not accepted—after being explicitly invited—they should drop my name and photo. I made the same request of my supervisor. Apparently both these requests were disregarded. The uncorrected text was published, mentioning me four times by name and accompanied by a photo portrait.

I have lately demanded that Elizabeth Feinberg finally respond to my February 12th memo, apologizing for the insulting and degrading treatment I experienced, and for the blatant act of censorship she committed. I now, however belatedly, expect a similar response from OCLC. If you did not genuinely intend to incorporate my suggested alterations in the HCL article, you should not have sent it to me "for final review," soliciting my "approval or any corrections." Having rejected my input without explanation—apart from the intervention by Feinberg—I believe it was profoundly unethical to also bypass my stated wish that my name and picture be removed from the final version. Finally, I can't even begin to comprehend . . . why the *OCLC Newsletter*, official organ of perhaps the largest bibliographic network on earth, would allow an Assistant Tech Services Manager . . . to dictate its content, in effect abdicating its own professional and editorial responsibility and judgment.

With holiday greetings,

Sanford Berman

People Who Wrote Letters of Support

James D. Anderson  
Carol Barta  
Daniel CannCasciato  
Thomas Eland  
Robert Franklin  
Robert Hauptman  
Zoia Horn  
Noha Ismail  
Alfred Kagan  
Brewster Kneen  
Keven Larson  
James W. Loewen  
Polly Mann  
Wizard Marks  
Kathleen de la Pena McCook  
Sharon Metz  
Barbara Miner  
Ralph Papakhian  
Steven D. Petersen  
Laura Reiner  
Ron Sakolsky  
Elliott Shore  
Pamela C. Sieving  
Ann C. Sparanese  
Roxanne Myers Spencer  
Karen M. Venturella  
Eris Weaver  
Fred Whitehead

JAMES D. ANDERSON  
May 3, 1999

Dear Sandy,

I'm so sorry that you are going through this bad time. You have always been my cataloging hero as I have taught this stuff over the years. I have always held you up as a shining star, showing folks how the system is supposed to work!

So this lack of support and denigration of the principles that you have long stood for is troubling and sad.

You have my support.

All best wishes,

James D. Anderson  
Professor of Library and Information Science  
Rutgers University  
New Brunswick, NJ

CAROL BARTA  
March 16, 1999

Dear Mr. Brown,

It is greatly dismaying to read in the library press that Hennepin County cataloger, Sanford Berman, has been reprimanded for his staunch support of user-friendly cataloging. Not quite ten years ago, when I was in library school at Emporia State, Hennepin County Public Library and Mr. Berman were studied in class for their progressive methods of making library catalogs more accessible to the general public. Hennepin County Public Library has long set the standard for "how cataloging should be done."

Now it seems that in an effort to make your outstanding catalog fit in with everyone else's you are about to give up the improvements made on the public's behalf over the years. Hennepin County Public Library is poised to concede the very things that make its catalog uniquely superior to mainstream catalogs. Instead of fitting in with the crowd, Hennepin County Public Library should be leading the rest of us toward a new standard in people-friendly public access catalogs. Please do not forsake the interest of the public in order to make it easier for computer networks to interact with each other.

Mr. Berman's input seems essential for the impending changes to go smoothly. His bias toward the public's benefit will keep the HCPL catalog from falling victim to expedient technology. All of us that use OCLC records will benefit from the state of the art cataloging that your library can provide.

As a director, I understand that employee discipline is an internal matter; however, I would ask that you reconsider the reprimand placed on Mr. Berman. Open communication among colleagues is the only way any of us make progress. It is usually the very ones whose ideas make us the most uncomfortable that push us to think "outside the box." Mr. Berman's long, well-known, and much-honored career give me grounds to believe he is acting for the benefit rather than the detriment of Hennepin County Public Library.

In joining OCLC, you have the opportunity to help all of us use this networking technology, combined with the HCPL understanding of public needs, to create better cataloging techniques that fit the needs of the twenty-first century. Good luck in this endeavor.

Sincerely,

Carol Barta  
Director of Library Services  
Barton County Community College  
Great Bend, KS

DANIEL CANNASCATIATO  
16 March 1999

Dear Mr. Brown,

As an OCLC member and a participant in the NACO and SACO programs with the Library of Congress, I was thrilled to learn about HCL joining OCLC. Mr. Berman is a recognized national leader in cataloging practices, particularly local cataloging enhancement. His work has been an inspiration and model for many of us. It certainly is here, at Central Washington University.

You can imagine my bitter disappointment when I learned of Mr. Berman's shoddy treatment and reprimand by HCL. Now is not the time to weaken your institution's processes. There is never a time when that will be beneficial. Rather, now more than ever will Mr. Berman's leadership and initiative be of benefit to an increasingly wider pool of patrons. He should be rewarded for his qualities, not reprimanded.

I see from HCL's web page that you all consider your mission to be:

Hennepin County Library promotes full and equal access to information and ideas, the love of reading, the joy of learning, and engagement with the arts, sciences and humanities.

Mr. Berman is a leader in doing just this. That's what HCL's catalog dept. is all about, and why others among us look to it as a model of what we want to move towards.

Also, HCL's primary vision (at least as stated) is: "Outstanding customer service."

You should work very hard to fulfill that commitment. There is no better way to do so than by supporting Mr. Berman. His disagreements with AACR2 are perfectly reasonable. While AACR2 is indeed internationally accepted, it is not 100% acceptable to all libraries in all circumstances. This is not only a matter of frequent common discussion among professional catalogers, it is acknowledged in AACR2 itself (see General introduction, 0.1). Deviations from AACR2 by local institutions to provide better access for local needs is worthwhile. By having Mr. Berman, who can implement these

changes for patron benefit, HCL is better able to fulfill its primary vision. Again, Mr. Berman deserves support; he is a leader in this area.

Speaking up on professional matters (and obvious ones at that) is a positive trait and does not signal non-support of decisions, nor does it hinder them. Our library is a NACO participant with the Library of Congress. As part of this participation, I train new NACO libraries in the application of AACR2 and the Library of Congress Rule Interpretations. At the five agencies that I have been involved in training, there are always questions regarding the utility of the rules and widespread disagreement with certain aspects of them. All the libraries deviate from AACR2 and the LCRIs in their local practices, yet this does not hinder implementation or use of AACR2.

Mr. Berman deserves an apology.

Daniel CannCasciato  
Head of Cataloging  
Central Washington University Library  
Ellensburg, WA

THOMAS ELAND  
April 20, 1999

Dear Charles,

I am writing you today as a fellow professional in regards to the continuing situation of Sanford Berman at HCPL. As a member of the MLA board I voted not to have the Association take an official stance regarding an internal HCPL staffing situation because we do not have the time or resources to do a through investigation. However, today I learn from an HCPL press release that Sanford Berman is being reassigned to another job. And while the press release spins this as a wonderful new opportunity for Mr. Berman, I also have learned that he did not request this new assignment and that his supervisor will replace him as head of cataloging. This seems very problematic given the fact that much of the current controversy is due to the conflict between Mr. Berman and his supervisor.

This latest action gives much more weight to Mr. Berman's charge that the HCPL management has infringed on his intellectual freedom rights. It appears that the HCPL management is attempting to force Mr. Berman out by assigning him a job that he has not requested. As an outsider who has reviewed much of the documentation in this case, I cannot

understand why Mr. Berman should be removed from his position as head of cataloging and be replaced by a person who obviously holds different philosophical positions in regards to the work. I can only draw the conclusion that you wish to get rid of Mr. Berman.

This whole situation is unfortunate, and it appears to me that HCPL does not truly understand the unique contribution that Mr. Berman has made to the field of library science and cataloging. Whether you like to hear this or not, from an outsider's view, Sanford Berman is a major reason for HCPL's notoriety. We check the HCPL library catalog when we have questions about the Dewey classification in OCLC DLC records. We almost always choose the HCPL alternative, as it is usually a better choice. Without Mr. Berman's unique talents and commitment to user access and quality cataloging, HCPL would simply be one of many large suburban public library systems. Sanford Berman has helped to make the HCPL a unique and respected national public library, and I am saddened to see how he is being treated in this matter.

I hope that you and the HCPL management team would reconsider your actions in this matter and allow Mr. Berman to continue in his job as head cataloger, and that you give due consideration to his expertise and years of service to the library profession. I am making these comments as an individual librarian and they do not reflect the opinions of the MLA board. However, the continuing stance of the HCPL management raises serious questions regarding the system's commitment to all its employees' intellectual and due process rights. It sheds further light for me on why the HCPL non-managerial librarians chose to unionize last year.

Sincerely,

Thomas Eland  
Coordinator, Library and Information Studies  
Minneapolis Community & Technical College  
Minneapolis, MN

ROBERT FRANKLIN  
March 23, 1999

Charles M. Brown

Dear colleague; and fellow chief executive; and fellow ALA Councilor:

And I am your publisher too! (HCL's *Unreal!* in 1992.) I am familiar with organizational needs for discipline and for supporting one's senior managers for formal, or overarching, reasons (even if the managers are not always right). It's hard for me to fault an executive who proceeds in good faith, upholding the good of the group, or the organization, above the individual. I hope in the following I don't appear to gainsay you.

Sandy Berman swam into my ken in 1969; passionate, good-humored, focused, thoroughly educated, selfless (service in Uganda is not a path to glory). In the 30 years since, I have seen no other librarian, with the possible exception—or equivalency—of E.J. Josey, who is so widely liked and admired by the tens of thousands who are his professional peers. His Council election vote total was (like E.J.'s when he runs) well more than double whoever came in second, and nearly triple the lowest qualifier. These are astounding results, but I cite them only to remind of the fame and esteem Sandy deservedly enjoys.

The prestige and wide recognizability of Hennepin County Library—he would never say this, but I am free to—in recent decades is to many people largely the result of Sandy's nationwide, and to at least some extent worldwide, reputation and influence. Right off, I can think of no library whose renown, in my lifetime, is so clearly attached to the intellectual and societal fortunes of one of its loyal toilers. (And there has never been a whiff of a self-serving or personal-glory side to his labors.) I understand (don't agree with) those who say he can be a pain in the neck—but life is certainly more interesting and the concerns of our profession certainly more substantial (and who wants to be in a profession lacking such substance?), with him in there swinging. Your own blade is surely sharpened by grinding it against Sandy's grit.

Sandy Berman is a national treasure vouchsafed to your care. The profession needs him, and he needs a warm protective professional home. I beg you to rescind the dark cloud of the February 8 written reprimand, an action which will elevate you, your library, and your loyal employee.

With every good wish,

Sincerely,

Robert Franklin  
President  
McFarland & Company, Inc., Publishers  
Jefferson, North Carolina

ROBERT HAUPTMAN

February 26, 1999

ZOIA HORN

March 21, 1999

To Whom It May Concern:

I am astonished and dismayed that the professional perspectives, opinions and considered assessments of Sanford Berman, one of librarianship's foremost activists, are not only not honored but rather disparaged. That his voice, guaranteed its freedom by the Constitution's First Amendment, is controlled and silenced in any venue, is illegal and unethical. That this occurs in the context of the very profession that affirms itself through free speech is unconscionable. Despite the fact that Sandy acts as a gadfly in pursuit of justice and despite the very real possibility that his point of view may differ from other personnel associated with the Hennepin County Library, there is no warrant for silencing him. He may continue to argue, harangue, disagree, confer and discuss in letters, articles, books, interviews, listervs, email messages, films and any other venue he chooses. Some people may feel that Sandy's communications are unfair, disruptive, disagreeable, or uncooperative. Naturally! This is why freedom of speech is guaranteed. If everyone agreed that the Library of Congress has produced perfect subject headings, that pornography is constructive, that North Korea's political system is perfect, or that we should charge library patrons for various services, then we would not have to defend freedom of speech.

The situations to which I am privy are simply incomprehensible: How could someone counter an individual's corrections to his own perspective in a newsletter article? Why would an administrator object to a person speaking out against error or injustice? Instead of using coercive, threatening and demagogic methods or issuing reprimands against Hennepin County Library's gift to the American people, we should celebrate the equality and justice for which he fights. Any reprimand tendered against Sanford Berman should be rescinded; all censorious activities must be eliminated; and a sincere apology ought to be tendered.

These foolish and unnecessary altercations place the Hennepin County Library and its administrators in a very poor national light.

Sincerely,

Robert Hauptman (PhD)  
Professor and Coordinator of Reference  
St. Cloud State University, St. Cloud, MN  
Editor, *Journal of Information Ethics*

Dear Mr. Brown,

I am deeply distressed that a reprimand was given to Sanford Berman, Head Cataloger of Hennepin County Library, and fervently hope you will reconsider and withdraw that action, including any mention of it in his record.

Sandy Berman has been and continues to be an example of what our profession can be. He has worked and fought for the best possible library service to people in all walks of life. His commitment to the democratic mission of free public libraries is exemplary. And these are not rhetorical principles, but he has translated these principles into action by analyzing the biases, prejudices and insensitivity that permeated our library catalogs. More, he has enlarged our concept of information, culture and history by opening the door to the use of fiction as a reflection of the complexity of people's experiences in all ages.

He is a man of passion in his writing, speaking and the sharing of his many talents, views and actions. Over the years I have received the benefit of his incredible mind and amazing energy. I am many years older than he is, but I consider him an outstanding mentor.

From the material I have read about this matter, I perceive that major decisions may have been made without the kind of discussion and consultation that the consequences of that decision warranted. (Having been Chair of the ALA Intellectual Freedom Committee and a member of Council, I have had some experience with such situations.)

The computerization of libraries is now a reality, but libraries, particularly public libraries, should be concerned with the needs and competencies of their users, not with conforming to standardizations which may seem more efficient but which continue to confuse and discourage many of the users of libraries. It is no wonder that Sandy Berman calls for thorough examination of potential problems *before* decisions are made. Librarians are now faced with problems of rationing of time on computers, monitoring of their use, endlessly instructing in the use of computers, and coping with frequent expensive replacement budget items. I wonder if librarians would have been better off had testing and discussion preceded the rush to adopt the glamorous new technology.

Sandy Berman's views are important and are never frivolous. He respects other people's rights to their opinions, but expects a proper discussion of the

issues by those involved with performance (in this case, reference and cataloging staff).

He has contributed so very much to the reputation of Hennepin County Library and to the library profession as a whole that this reprimand is a dreadful insult that I and many other librarians cannot abide. I therefore urge you to withdraw the reprimand and if you can manage it, apologize for this regrettable action.

Sincerely yours,

Zoia Horn  
Oakland, CA

NOHA ISMAIL  
March 10, 1999

HCL memo

TO: Charles Brown

FROM: Noha Ismail /Golden Valley Library

I am writing to you out of a deep concern for the well being of a dear and respected colleague of mine, Sandy Berman. It is my understanding that he has been reprimanded and threatened with further disciplinary action for expressing his professional views on AACR2 to others in the local library community. It is very hard for me to imagine that a person who has been with the system for so long, and who has played such a large and integral role in placing HCL among the top five public libraries in the nation, should be subjected to such strident treatment towards the end of his illustrious career.

Throughout the past 28 years I have been proud of my association with HCL. I pride myself for being a part of a vibrant, progressive and very successful library system. We have been nationally recognized for a variety of reasons, notable among them is Sandy Berman's rich and innovative contribution to the art of cataloging. Driven by a deep commitment to quality library service, he refused to slavishly adhere to standardized subject headings when he thought that they were socially insensitive, or simply confusing to the user. Through his dedicated efforts he was able to eliminate many archaic, biased and racist headings and by so doing he transformed the HCL catalog into a unique, patron-oriented tool that is the envy of many in the library community. For his contributions to excellence in his field, he received the highest award ALA has to offer to catalogers, the Margaret Mann Citation.

For all of the above reasons, it is so hard to imagine that he would be treated so harshly by management for expressing a dissenting point of view. Nobody is debating your right to set policy. As the chief executive officer of this organization you have the last word in any matter. But to attempt to silence the professional views of so esteemed a colleague on an issue that is so close to his heart certainly seems like arbitrary and autocratic behavior. Labeling a dissenting viewpoint as "counter-productive behavior" fools no one and serves only to create an atmosphere of intimidation and fear in the workplace. Whether or not HCL supports OCLC and AACR2 is your prerogative. It is part of the decision-making process that ultimately lies in your domain. But that process can only benefit from the free flow of professional information contributed by your staff. After all the talk about "empowerment," "team work," and "shared responsibility," one would at least expect to have the right to be heard at HCL.

I am adding my voice to the multitude of others on the Internet and other library circles who are asking you to rescind the reprimand and ensure that Sandy's rights of professional, free expression are not abridged. In view of his long and dedicated years of service to this organization, he deserves no less.

AL KAGAN  
February 27, 1999

Dear Mr. Brown:

It is my unpleasant task to write to you concerning the recent reprimand of Sanford Berman. I have worked with Sandy for many years in the ALA Social Responsibilities Round Table and consider him not only a friend, but one of the most important voices in our profession. Furthermore, Sandy does more than just transmit his knowledge, he actively works to implement changes that benefit our profession and our society at large. He is a principled and clear champion of service to the public, the humanization of librarianship, and equality and justice for all. Furthermore, he is a true humanitarian, treats everyone with respect, and works to win his positions by appealing to our best instincts.

Considering Sandy's absolute integrity, the reprimand is shocking. It seems to me that any library should be honored to have people like Sandy on staff. As director, you of course have the authority to run the Hennepin Library in any way that you desire as long as it is legal and complies with your

own rules and regulations. It seems that your style is quite hierarchical and that you do not encourage a great degree of discussion before taking important decisions. So be it, but that does not negate the basic values of our profession, or indeed the fundamental principles so elegantly stated in our Bill of Rights and Library Bill of Rights.

As a tenured faculty member here at the University of Illinois, I naturally compare my own situation to what I know about your environment. Although we have a faculty governance model in theory, many of our important decisions are made administratively. However, we do have forums to address issues. I use all of these forums to state my opinions and lobby for what I think is best for our Library and our University. I am an elected Senator and also a member of the Senate's Committee on the Library. As a last resort, I do bring issues to that Senate Committee. Sometimes I win my points and sometimes I don't. Our University Librarian often disagrees with me and sometimes he even gets angry. Nevertheless, I feel that is my responsibility as a professional and as a member of the faculty to argue what I think is best. Tenure protects me in these discussions. On the other hand, Sandy works in an institution lacking such protections. He does the same kind of lobbying that I do, yet he is much more at risk. It is very unfortunate that many if not most librarians face similar circumstances where they are not able to exercise the rights of freedom of expression, the most cherished core value of our profession.

I do not have to tell you about Sandy's esteemed reputation. Furthermore, some of this situation arises due to Sandy's absence for a serious heart operation. Your Library's attempt to silence him, especially at this time, can only come back to embarrass you as the Director. After reviewing many of the documents, it appears to me that Sandy has agreed to implement OCLC and AACR2R, and that the discussion is only about side issues. In fact, you have agreed on the need to continue to bring added value to your cataloging records. I believe that you need to reevaluate your position. This situation has gotten out of control. Why not take the high road, admit the misunderstandings, affirm freedom of speech and professional rights and responsibilities, and work out the problem in a nonconfrontational way? A reprimand is not an appropriate response to a principled discussion.

Sincerely,

Alfred Kagan  
African Studies Bibliographer and Professor of

Library Administration, University of Illinois  
Library

BREWSTER KNEEN  
July 24, 1999

Dear Mr. Brown;

Sandy Berman was kind enough to send me a copy of the issue of *City Lights* containing the cover story about him.

As a researcher and writer who has been the recipient of invaluable materials from Sandy over a number of years since I first started writing about Cargill (*Trading Up* and *Invisible Giant*), I am well aware of his propensities to annoy those that like things tidy. I nevertheless regard him as a model librarian: information is for sharing. I only wish that other librarians, and academics everywhere, shared Sandy's commitment and passion.

The privatization of information, and even more perniciously, its patenting—as in the patenting of life forms—is a totalitarian exercise. Everyone with a distaste for authoritarianism should regard people like Sandy as front line defenders of conscience, freedom and responsibility.

I hope that your surprise at the reaction to your treatment of Sandy leads you to consider thoughtfully the role of access to information in intelligible and timely form, and how the Hennepin County Library system can further this fundamental purpose of any library.

As for Sandy himself, I hope he keeps on sending me clippings, articles and whatever he feels moved to share.

Sincerely,

Brewster Kneen  
Editor, *Ram's Horn*

KEVEN LARSON  
April 23, 1999

Hennepin County Commissioner Peter McLaughlin  
Minneapolis, MN

Dear Commissioner McLaughlin:

I am writing to you in regard to action taken this week by Charles Brown, Hennepin County Library Director, and his subordinates, Technical Services

Division Manager Sharon Charles and Assistant Division Manager Elizabeth Feinberg, against Head Cataloger Sanford Berman. I am an Associate Librarian in Cataloging and in Public Service at HCL, but it is as a concerned constituent that I write to you at this time.

I am certain that you are aware by now of the circumstances of which I write. The removal of Sanford Berman from his supervisory duties in Cataloging by the three persons named above has had a shattering impact on staff morale and trust throughout the library system. It was a destructive act that was clearly calculated to force Sanford to resign after 25 years of exemplary service to Hennepin County. His career here has brought HCL national prominence and acclaim.

The action taken by Mr. Brown, Ms. Charles, and Ms. Feinberg was a crudely conceived and executed act of reprisal against Sanford. It immediately followed criticism of Mr. Brown and Ms. Feinberg in the national library press for a misguided, unjustified and inaccurate reprimand of him. This reprimand was so egregious that it even earned them ridicule in the April 1, 1999 *Library Journal*, which presented them with a mock "Staff Morale and Unity Award" because of it. The national criticism they received led to this current hostile act of retaliation. Their behavior exposed on a national scale, they compounded it by removing Sanford from Cataloging.

Sanford Berman personifies the values of dedicated public service and integrity, of which Hennepin County should be proud. He is a model County employee and supervisor, and is held in a respect by HCL staff, and by the profession at large, that runs both broad and deep. By their action against him, Mr. Brown, Ms. Charles, and Ms. Feinberg have created a divisive, oppressive and unhealthy work environment at HCL. They attempted to disguise this action by concocting a bogus, make-work "project" to which Sanford was then assigned. Mr. Brown attempted to further disguise their action by releasing a cheerful-sounding but misleading memorandum and press release announcing the "project" (attached). In attempting to put a smiling face on their malicious behavior, they have lost credibility both within HCL and with the library profession nationally.

By this mean-spirited and reckless action, and the dishonest manner in which he subsequently presented it publicly, Charles Brown has destroyed his ability to effectively lead Hennepin County Library. However, I ask merely that this action be overridden by Hennepin County Administration, and

that Sanford be restored to his supervisory duties, with a formal apology to him from Mr. Brown, Ms. Charles, and Ms. Feinberg. I also ask that Charles Brown, Sharon Charles, and Elizabeth Feinberg be censured for their actions against Sanford Berman. Only in this way can staff morale, as well as Hennepin County Library's now damaged reputation, begin to be salvaged. I would very much like to hear your thoughts on this matter. Thank you for your attention.

Sincerely,

Keven Larson  
Associate Librarian in Cataloging and Public Service  
Hennepin County Library, Minneapolis, MN

JIM LOEWEN  
April 27, 1999

Dear Administrator:

I have learned that your library seems to be embroiled in some sort of flap with Sandy Berman. I cannot at this distance comment intelligently on that flap, but I do want you to know two things about Mr. Berman.

First, in my book, *Lies My Teacher Told Me: Everything Your American History Textbook Got Wrong*, which won three national prizes including the American Book Award, has sold more than 250,000 copies, and has generated intense library use, I decried the catalog heading "Pilgrim Fathers" at the Library of Congress. The term was sexist, ethnocentric and plain bad history. (See my book for the critique.)

The Library of Congress no longer uses this catalog heading, not owing to my book, I understand, but owing to initiatives taken by your Mr. Berman. This is an example of a man going the extra mile to help clean up a mess not of his own making.

Second, Berman has been an immense help to me as I researched my just-finished book on how we remember American history at historic sites across America. For that reason, he is among those I thank in my acknowledgments. His wide reading and enthusiasm make him a fount of knowledge for me and no doubt for others in your locale and across the nation.

I hope you take these points into consideration as you review how your institution has handled Mr.

Berman. He helps put your library "on the map" with many scholars, which surely does it nothing but good. Thank you very much.

Sincerely,

James W. Loewen  
Washington, DC

POLLY MANN  
April 12, 1999

Dear Mr. Brown:

For many years Sanford Berman has been a friend and my liaison to library services. He has directed my searches for information valuable to me as a columnist, a peace activist, and a library patron of the Twin Cities.

I am tremendously impressed with the Twin Cities libraries and can appreciate the kind of administrative effort that must go into achieving and maintaining quality in the Hennepin County library system.

I have read of the reprimand given Mr. Berman for challenging certain rules and regulations which he disagreed with. Certainly, when he states that libraries should avoid being elitist and mystifying, he is speaking on my behalf. Far too often in using the library closest to me I find it difficult to understand categories, definitions and especially abbreviations. It's obvious that library personnel are busy people and I avoid bothering them if at all possible. He may not know it, but I believe that I am one of the people that Mr. Berman acts as advocate for when he questions procedures that other library personnel simply accept.

So many of us accept the judgment of accepted authority without considering the full implications of policy changes. Sanford Berman, of course, is not one of those people. I would hope that you could rescind your reprimand of him and open full discussion of the policies in question. I suspect that the result would have positive results beyond your greatest expectations.

Sincerely,

Polly Mann  
St. Paul, MN

WIZARD MARKS

April 28, 1999

Commissioner Peter McLaughlin  
Minneapolis, MN 55487

Dear Peter,

Over the past winter, I have been receiving information from friends who work at Hennepin County Library about a move on the part of Charles Brown, Director of HCL, to remove head cataloger Sanford Berman. In 26 years at HCL, Berman, attempting to make the library system user friendly, has put HCL on the map. He has debated the Library of Congress in service to that vision—and won. This is no small feat. As a result of his work, gay, lesbian, bisexual and transgender folks no longer have all books which pertain to their lives cataloged without cross references in sociology under the medical and insulting term "homosexual." Likewise, Romany people are accessible to themselves through their own choice of name, Rom or Romany, rather than "gypsy," the previous subject heading and an insult. The same can be said for Ojibway and Dakota, and other people of color.

Imagine yourself a child looking for your history at the *public* library and finding books about yourself under an insulting term. Given the mission of the public library, to level the playing field for the economically disadvantaged, it should hardly be revolutionary to catalog the books without insult, but it has been. Sanford Berman, from out here in the far hinterlands, has moved the static Library of Congress to be inclusive.

I have received phone calls, notes and copies of memos from friends at HCL documenting how Charles Brown has been working to put Berman into retirement. The last maneuver was to move Berman out of his office and take away all of his work as supervising cataloger. Berman would then be given no work for however many years he might choose to stay (probably only 2 or 3, he's 67), but would be paid his salary since he has an exemplary record. Since Berman was making in the range of \$60,000 plus per year, Brown was willing to continue paying out that kind of money without any work resulting, in an attempt to get rid of a man who has been a hard-working, tremendous asset to HCL. It was clear in these memos that Brown does not respect employees of HCL and is willing to humiliate them publicly for disagreeing with his opinions in the privacy of staff meetings where, as senior staff, they should be candidly discussing the best ways to run the library.

[This is the same Charles Brown I called you about last year when he was planning to raise the fines for late returns on children's books. I asked you to stop it from happening (which you did, thank you so much) because children often get slapped around for costing their families money by forgetting to return their books on time. The kids, to save themselves a beating, don't return the books and the library loses assets.]

The memos noted above went to employees throughout the HCL system, signaling that it is dangerous for library professionals to discuss *among themselves* the issues that determine how affective the library will be in serving the public. Already good librarians are looking for work elsewhere, and an undertone of rage has invaded HCL staff. This will cost the county money it can ill afford to waste since angry, discouraged employees' work will be affected in subtle but telling ways.

Peter, Sanford Berman is a courtly gentleman of the old school. He reminds me of Sam Kaplan in that respect—gorgeous manners, never condescending, never insulting. In the middle of this year-long assault, he has never resorted to calling Brown a dirty so-and-so, even though, from those memos, Brown richly deserves the moniker.

I'm just sick about this, Peter, and while I do not know that there is anything you can do to reverse the decision, I hope that you can, at the very least, exact a public apology. Further, something needs to happen which will stem the bleeding out of good librarians from the system—even though it means that other libraries will get some great librarians as a result. That something should include asking for resignations from Brown and some few others who are creating this hideous situation. HCL is a tremendously important resource and I do not want it to suffer from the stupidities of blind ambition.

Wizard Marks  
Hosmer Library  
Minneapolis, MN

KATHLEEN DE LA PENA MCCOOK  
March 2, 1999

Dear Charles:

It has come to my attention that Sanford Berman has been reprimanded for failing to support the use of OCLC at Hennepin County Library. The situation as I understand it was created by Mr. Berman's opposition to payment of unjustified

royalties by Hennepin County Library to OCLC for fiction records—not to his overall lack of support.

If Mr. Berman's immediate supervisor persists in seeing the twigs and not the forest, Hennepin County Library has lost its direction. For nearly two decades I have administered library education programs where a centerpiece of our teaching in areas of cataloging and classification has been the brave voice of Mr. Berman. He is a world-class thinker and fighter for what is right. It does not seem appropriate to assail a man for a misperceived failure to hail to a martinet-like authority when his entire career has been for the goals of access for all people.

Please realize that we all think of Mr. Berman as a national treasure!

Sincerely,

Kathleen de la Pena McCook  
Director and Professor  
School of Library and Information Science  
University of South Florida, Tampa, FL

SHARON METZ  
September 6, 1999

Dear Sanford:

HONOR just learned about the unfortunate circumstances leading to your resignation as librarian at the Hennepin County Public Library. Please accept our congratulations and admiration for your courage and integrity. Accept also our profound thanks for all the sharing of information—the most vital tool of all—to friends, colleagues, and educators.

I hope that you will find a spot that allows your deep sense of justice and spirit of fairness to flourish. In the meantime please know that there are many of us who appreciate you and your work.

Feel free to visit our field office sometime on the Red Cliff Indian reservation in northern Wisconsin. Rose Gurnoe and Theresa Peacock (both Ojibwe) would be delighted to meet you and visit with you.

Thank you again.

Warmest Regards,

Sharon Metz  
On behalf of the Board of Directors  
Honor Our Neighbors' Origins and Rights  
Bayfield, WI

BARBARA MINER  
August 19, 1999

Dear Sandy:

I imagine there is little I can say that has not been said by others. But I want to add our voice to the chorus of fans who will miss you, your courage and your energy.

The best of luck in whatever you choose to do. Whatever you decide, I'm sure you will be rocking boats and challenging assumptions.

Take care.

Barbara Miner  
Managing Editor, *Rethinking Schools*  
Milwaukee, WI

RALPH PAKHIAN  
March 8, 1999

TO: Charles Brown, Elizabeth Feinberg,  
Hennepin County Library  
From: Ralph Paghian  
Re: Written reprimand sent to Sandy Berman,  
dated February 8, 1999  
Subject: The responsibilities of librarians

I have reviewed the memo, dated February 8, 1999, you sent to Sandy Berman, which apparently functions as a written reprimand. It is astonishing for any library administrator to direct a librarian to refrain from expressing an opinion on a library matter in that librarian's area of expertise. In fact, it would be astonishing for any library administrator to forbid a librarian to express a professional opinion in almost any circumstance—I cannot imagine a situation where that would be appropriate. I quote your memo:

You have the right as a citizen to express your opinion. You may not initiate discussion of that opinion on work time nor route that opinion to staff at work. Your letter to MINITEX, which was subsequently routed to cataloging staff, is inappropriate.

It is quite difficult for me to believe that you wrote this memo. In addition, it really begs the question why you would even consider hiring librarians for Hennepin County Library, unless you want those librarians to express their professional opinions and to exercise professional judgment.

For the sake of the reputation of Hennepin County Library as well as for the sake of the profession of librarianship—which I hope continues to exist as a profession wherein individuals may feel free to express opinions—I urge you to rescind this reprimand at the earliest possible moment.

Ralph Paghian  
Head, Technical Services, Cook Music Library  
Indiana University, Bloomington, IN

STEVEN D. PETERSEN  
July 25, 1999

To Randy Johnson, Chair of the Hennepin County Board of Commissioners

Dear Chair Johnson:

The Board of Directors of Minnesota Atheists has directed me to write to you concerning the troublesome events that led to the early retirement of Sanford Berman. We are deeply concerned as to how a nationally recognized cataloging expert should be coerced into leaving his place of employment to which he was so dedicated. I am sure you have heard from a vast number of supporters of Mr. Berman, many of whom are national figures in the library profession, and we humbly join their call for fairness in Mr. Berman's employment.

Libraries represent a community's commitment to intellectual freedom. Mr. Berman has molded the Hennepin County Library into national prominence as a leader providing ease of access for the citizens who use the library. As representatives of atheists, a group of people who have experienced the heavy hand of censorship, we greatly appreciated Mr. Berman's unbiased cataloging style.

Mr. Berman's accomplishments are well documented. We are at a loss as to understand how this intellectual treasure could be mismanaged to the point of forcing an early retirement. Indeed, we are greatly concerned for the future protection of cataloging integrity, considering the poor management of this situation.

We support Mr. Berman's request that: (1) the reprimand issued on February 8, 1999 be rescinded; (2) Mr. Berman be issued a public apology for the personal agony caused by his mistreatment by management; and (3) the Hennepin staff be guaranteed the full ability to serve the public to the best of their abilities.

As the peoples' representative, you have the power to correct the mistakes of management. Mr.

Berman has served the public well over the years, and it would be a travesty to let managerial egos get in the way of public recognition of a job well done.  
Steven D. Peterson  
Associate Chair, Minnesota Atheists  
Minneapolis, MN

LAURA REINER  
October 9, 1999

Dear Sandy,

I want to express my appreciation for all you do—and have done—for library users. Over the past year I followed events in Hennepin County in shock and disbelief, and want to let you know how many there are of us out here who support you and your work. Too bad the idiot(s) in charge never read the fable of the goose who laid the golden egg.

I first became aware of your work in the mid-late 1980s when I worked at a place called Human Rights Internet, a human rights library and information clearinghouse (then based at Harvard, now in Ottawa). We used to get these voluminous packets of information and petitions to the Library of Congress about changing their subject headings, signed by some guy called Sandy. I used to sign the petitions and send them on, shaking my head and wondering what all the fuss was about subject headings. (We dealt with the international community, not conventional libraries, and I didn't have a clue. But your letters made sense so I signed 'em.)

Now after 18 years working in socially-progressive (though sometimes managerially repressive!) non-profits, I find myself in library school at Simmons College. I've been reading on *Library Juice* that you've been going around speaking at various places, and I (and a bunch of other people here) would love to have you come to Simmons to speak.

Do you have plans to be in New England in the coming months? If so, what is your fee/costs? (I am inquiring on behalf of LISSA, the student association). We would be thrilled to have you speak on any topic of your choosing. If you could come, we would advertise the event widely to make sure that the broadest possible audience could attend.

I look forward to hearing from you.

Sincerely,

Laura Reiner  
Arlington, MA

RON SAKOLSKY  
April 22, 1999

Sandy Vargas  
Acting Hennepin County Administrator  
Minneapolis, MN

Dear Sandy Vargas,

Charles Brown may think that he has gotten rid of library profession gadfly Sandy Berman, but the actions and ideas for which Berman is presently being persecuted will not be silenced. Nor will the discrimination against him be camouflaged by Brown's transparent memo with its pathetic smiley face spin.

I urge you to reinstate Mr. Berman in his previous position with appropriate apologies made to him for any inconvenience that this unfortunate incident might have caused him. Consider yourself lucky if he agrees to return. As to the arrogant Mr. Brown, he should be officially censured for his utter disregard of civil liberties. His unconscionable decision to drag the reputation of the Hennepin County Library into the mud in his reckless pursuit of Berman does your organization a great disservice. Perhaps it is Brown that should be looking for a new job. I understand that there are great opportunities for someone with his "talents" in telemarketing. . . .

Sincerely,

Dr. Ron Sakolsky  
Professor of Public Affairs  
University of Illinois at Springfield  
Springfield, IL

ELLIOTT SHORE  
March 2, 1999

Dear Charles,

I am writing to urge you to withdraw the written reprimand that you and Elizabeth Feinberg issued to Sandy Berman on February 8th. I hope that I can help convince you, as director of a major public library system, to show the magnanimity and largeness of spirit which would allow you to appreciate the importance of Sandy's work for the entire library profession. Specifically, I hope you will not allow the impatience that you might feel with Sandy's forthright and spirited differences of opinion on issues that are central to our profession to turn into disciplinary action.

As a director of libraries myself, I am chary of suggesting to another library director what should be done in matters involving his own staff. But I feel compelled to address this matter because this is more than a local personnel issue: the point upon which the reprimand turns is one of importance to all librarians in an age in which our profession has finally been recognized for what it can do for the world of information. Librarians have worked too hard for too long to get out from under the shadow of pre-professionalism—remember those mind-numbing articles we all had to read in library school asking whether librarianship was indeed a profession? Sandy's contributions are central to our profession's growing importance, specifically in the area for which he has been reprimanded. I would like to suggest that what is seen as non-support for a central library lynchpin—a uniform way of cataloguing that allows for exchanging information on a global level—might be seen instead as the subtle brilliance of Sandy's work.

Sandy's unorthodox approach to cataloguing has never been practiced in a vacuum; it has never been some local oddity that fits into no international standard. The central elements of a cataloguing record and their expressed purpose, as exemplified by the MARC standard, AACR and AACR2, as well as those of the larger systems of organization—the Dewey decimal system, the LCSH, and OCLC—are not and have never been those with which Sandy has taken issue. Those elements—which have to do with identifying the entity being catalogued—are all properly and carefully tagged in Sandy's cataloguing operation. Indeed, the accuracy of Hennepin's records in this central question is fabled in the profession. Any international standard worth its name allows for local variations, and it is precisely here that Hennepin's contribution to the world of information has been crucial—Sandy has taken issue, not with the uniform elements that we all understand as essential, but with the intellectual content of the descriptors that we use, the number of them that we employ, and the materials to which they are assigned. In addition, Sandy has identified those standard abbreviations that are used in a record that make no sense to the average public library patron. Neither of these improvements prevents Hennepin's records from being part of OCLC or any other MARC-based record system. Indeed, with the increased sophistication of computer systems, they can be and are effortlessly incorporated.

It is in fact because Sandy has issued subject headings to the world of fiction—absolutely allowed in AACR2, although not generally done—that the important product NoveList can exist and pay huge royalties to the Hennepin system, royalties that will immediately disappear if Hennepin's cataloguing operation started to look like any other cataloguing operation.

It is precisely because of Sandy's innovations in content that you and I met in New York to discuss the possibility—being considered seriously—of using the Hennepin system to help make coherent the intellectual organization of materials on the World Wide Web, a problem with which non-librarians have wrestled fruitlessly because they have neither understood nor embraced the kinds of solutions that Sandy has innovated. It is precisely because Sandy has insisted that librarians describe what they catalogue accurately, fairly and comprehensively that your library system is honored throughout the world of librarianship. It is precisely the way Hennepin catalogues that makes it that rarity among libraries—a content provider—and makes your records valuable, in financial as well as intellectual terms, to the information society.

Sandy's differences with policy decisions are born of a commitment to the larger goals of the profession. When he protests the renting of books by a free public library, he is defending the original mission of public libraries. Free public libraries were founded in the United States and in Europe partly in reaction against the rental libraries that were major sources of books for the poor in the 19th century. When he defends a career that is storied in our profession—championing the rights of the underserved, insisting that librarians have a social conscience, showing us how to catalogue in a more intelligent way—he should be treated with the respect that he has always shown others; his opinions should be valued as contributions to a debate; his courage to stand up for what he has represented to all of us should be celebrated. I urge you to reconsider your punitive action and instead engage Sandy in an ongoing professional dialogue.

Sincerely,

Elliott Shore  
The Constance A. Jones Director of Libraries  
And Professor of History  
Bryn Mawr College  
Bryn Mawr, PA

PAMELA C. SIEVING  
March 5, 1999

Dear Charles,

I write to you with no standing except that of a professional colleague with interests which are similar: we both want the best for our libraries and those we serve, and we both believe strongly in our profession and in acting as professionals.

Those beliefs mandate that I take this opportunity to express my concern for the current issue of whether Sanford Berman's questioning of certain practices relating to AACR2 and OCLC are appropriate and permissible.

My early years as a paraprofessional in the Yale Graduate Library while attending library school, followed by professional employment at the University of Illinois/Chicago (Circle) as a reference librarian and bibliographer, made it abundantly clear to me that cataloging practices often created problems for those they were ostensibly meant to serve. Through those years I would often see Sandy Berman's name on thoughtful articles, or have the opportunity to hear him speak. To say he gave me hope that we might one day "get it right" would be an understatement. I marvel that he's still working away at the issues, both at your library and within the profession.

As a student, Ranganathan's laws seemed too obvious, too little, but the longer I am a part of this profession, the deeper they seem, and the broader their potential impact if we all worked towards their implementation. Sandy is one of the few who takes them to heart. OCLC's press release dated March 1, 1999 is just one confirmation of the significance of his work.

My understanding of being a professional includes, fairly high on my list, a commitment to consider carefully what we do and speak thoughtfully on issues. That includes formal protests when factors beyond our control mean a decision that violates principles is made, and a commitment to continued dialogue. I expect our discourse to always be civil, and that as professionals we can work together even on issues over which we disagree. But it is not "professional" to ignore problems or issues; nor is it being a good steward of the trust and resources we have from the publics we serve. One can work positively with a policy or decision even while working to change it. There are too many public servants who shrug off errors and issues as being not their responsibility or their problem.

Please take this letter in the spirit in which it is offered. Sandy is a national leader. He has built a

resource now highly valued by OCLC. He takes his professional commitment seriously enough to continue to work towards change, and has my deepest admiration for that commitment.

My careful reading of Hennepin County's Rules of Conduct 16.3 is that these rules specify various prohibited actions. Most of them are actions which would result in personal gain by the employee, harm or misappropriate public property, or interfere with the ability of other employees to perform their duties. Sandy seems an unlikely target for any of those charges.

I feel privileged to be serving on ALA Council. Over the past two years I admit to wishing various members of Council were able to get past some issues without being compelled to speak on them. Marvin Scilken's recent death was a dramatic reminder, however, of just how important those principled members of our profession are. I trust you will come to a resolution of this issue which will let Hennepin continue to be a leader in services to the public.

Thanks, Charles, for your thoughtful reading of this letter.

Sincerely,

Pamela C. Sieving, MA, MS  
Director of Library Services, Kellogg Eye Center  
University of Michigan, Ann Arbor, MI

ANN SPARANESE  
March 5, 1999

Dear Mr. Brown:

I am not a library director, just a rank and file librarian and head of the Englewood Public Library reference department. I read with astonishment the goings on at Hennepin, namely the issuance of a "memo of reprimand" to Mr. Sandy Berman for his letter/note/memo regarding AACR2 cataloging.

I am astonished and dismayed for several reasons. The first is that, as a public librarian always struggling with the cataloging of our materials, I think his comments are well-taken. Over my ten years as a librarian, I never weary of reading Sandy's critiques and achievements in the cataloging field. (Well, sometimes I might weary, but I still think they are great!) As a member of the ALA's John Sessions Memorial Award Committee, I recently came across Sandy's (and HCL's) name as a past recipient of that award for service to labor groups—this time for

making subject headings concerning labor unions and working people more relevant and accessible to library users! So, while you might view his "30-year campaign" as somehow obstructive, I tremble to think about to what incomprehensible lengths cataloging might go if it weren't for Sandy. He is a necessary and welcome—for myself and many others across the country—counterbalance who should not be silenced over some bureaucratic nonsense.

Which brings me next to the First Amendment issue. Your response to Sandy's letter has no sense of proportionality and no regard for the right—no, the duty—of professional librarians to comment on those issues related to the profession. The notion that Sandy's note could be interpreted as "insubordinate" defies all logic. It struck me as a collegial note from someone who was supporting the changes that are coming with OCLC membership, but reserves the right to comment on them. The other charges relating to missed meetings, etc. appear equally absurd, especially considering Sandy's health crises around that time and his explanations.

This situation, as it becomes increasingly known throughout Publiclibraryland, makes Hennepin look very bad. It makes you look autocratic, vindictive and maybe professionally jealous. People, including library directors, do make errors of judgment and revert to hierarchical forms that are inappropriate to the circumstances, but this can easily be reversed. All it takes is the ability to admit that "I might have been wrong on this one."

I urge you to remove the "memo of reprimand" from Mr. Berman's personnel file and try to restore normal professional and respectful relationships at Hennepin. This denigration of a fabulous and dedicated librarian—especially over speech and intellectual exchange—is truly a sad and embarrassing statement about our profession.

Sincerely,

Ann C. Sparanese  
Head of Adult & Young Adult Services  
Englewood Public Library  
Englewood, NJ

ROXANNE MYERS SPENCER

April 28, 1999

Dear Mr. Berman,

We have never met. I am graduate student of library Science at Clarion University of Pennsylva-

nia. Your name is known to me only by reputation and recommendation. I simply wanted to write a few words of support. Your employers are jackasses. (Please pardon me. Opinions expressed here are my own.) I wish you a swift and happy resolution to the currently distressing and incredible events that have recently transpired. Of course, I do not know both sides of the story, and media being what it is, I probably never will.

I have heard you complimented and decried, but your name is nevertheless spoken with a certain air of respect, no matter which side of the fence the speaker takes. No one deserves to be treated so shabbily, but especially someone of your stature and contribution to the library profession. I naively thought of librarianship as an unassuming profession; it is an eye-opener to read that megacorporate business tactics and spin-doctoring go on in our service profession.

But enough. My thoughts, hopes, and wishes for better days ahead are offered. You deserve better.

Sincerely,

Roxanne Myers Spencer  
Clarion University, Clarion, PA

KAREN VENTURELLA

March 15, 1999

Dear Mr. Brown:

I have known Sandy Berman for more than a decade. He has encouraged me from the time I was in library school at the University of Pittsburgh. We have worked on committees together and it was Sandy who suggested that I edit a book on *Poor People and Library Services*. I know him as a person who is passionately committed to the profession of librarianship. In voicing his concerns about AACR2, Sandy is exercising his right to the free expression of ideas. According to our professional code of ethics, "We uphold the principles of intellectual freedom and resist all efforts to censor library resources."

According to the article in *American Libraries*, you have concerns about the managerial aspects and responsibilities of his position. We must manage by example, and Sandy has been a shining example to numerous colleagues over the years. He has also managed to make information more accessible. Over the years, the Library of Congress after much prodding has actually accepted some of Sandy's

suggested subject headings. Colleagues who work as catalogers at various libraries across the U.S. have told me that they often check the subject headings that have been assigned by Hennepin County Library for ideas in their own work. I would recommend that you and Assistant Division Manager Elizabeth Feinberg re-evaluate this situation and consider rescinding the letter of reprimand that Sandy received on February 22. He is a strong voice in the profession and at Hennepin County Libraries. Sandy's expertise and his passion are treasured by many in the field of librarianship.

Sincerely,

Karen M. Venturella  
Head of Multimedia Resources  
Montclair State University Library  
Montclair, NJ

ERIS WEAVER  
March 11, 1999

Dear Mr. Brown:

I am writing to urge you to rescind the reprimand issued to Sanford Berman last month. I find it appalling that he is being silenced in this manner.

One of the reasons that I chose librarianship as a profession is my commitment to the free flow of information and ideas that I believe are absolutely fundamental to the functioning of a democratic society. That the First Amendment rights of someone so dedicated to this very profession should be abrogated within the profession itself is outrageous. Sandy shouldn't be reprimanded for expressing his opinion—indeed, he should be celebrated!

So why should you listen to me—I am not a well-known or powerful personality within this profession. I only received my MLIS in 1993, and manage a small nonprofit research library. But I celebrate Sandy. His efforts to increase accessibility and to always think of the user first have been an important role model for me. I can still remember the snort of disbelief that erupted in my first cataloging class when we were told to measure our book spines, in centimeters of course! My continual questions of "WHY?!?" regarding cataloging practices that seemed archaic and obtuse were mostly left unanswered; it was such a breath of fresh air to find, via Sandy's writings, that there were others asking these questions as well. (And in Sandy's case, not only asking them more intelligently than I

ever could, but creating viable answers and alternatives as well.)

Sandy and the team of catalogers at Hennepin County Library are a national treasure. It is baffling to me that the very people and principles that have made your catalog such a model for others—and part of its attraction to OCLC, I would imagine—should be under attack at the same time as they are being celebrated, as in a recent OCLC press release.

Sincerely,

Eris Weaver, Librarian  
Marin Institute for the Prevention of Alcohol &  
Other Drug Problems  
San Rafael, CA

FRED WHITEHEAD  
March 16, 1999

Dear Mr. Brown,

I am writing with reference to the reprimand for Sandy Berman. Though I have never met Sandy, I feel as if we are long-time colleagues in the cause of libraries. I have followed his many publications for years and years, and like many others, have only admiration for his integrity, his courage, and his defense of principles.

Please take time to reconsider this reprimand, and to take the step of removing it from his file. It's shocking and upsetting that Sandy has been told to give up thinking, and questioning, when this appears to be one of his chief virtues. I hasten to add that he has never been negative, but instead works hard to broaden library awareness, consciousness and practice on a wide range of issues.

Surely it is better to reconsider this entire situation and to arrive at something more constructive among your staff.

This is particularly urgent, given Sandy's recent history of serious health problems. I have known several people who literally died from job stress, in this immediate geographical area. So a positive resolution is not only better professionally, Sandy's survival and health may depend on it.

Sincerely,

Fred Whitehead, Ph.D.  
Assistant Professor  
The University of Kansas Medical Center  
Kansas City, Kansas

## Internet Petition in Support of Sanford Berman

Written by Mark Rosenzweig; put on the Progressive Librarians Guild website by Rory Litwin on April 23, 1999. <<http://www.libr.org/PLG/sbsupport.html>>  
Complete list as of December 16, 1999: 363 signatures.

*Please sign the following petition in defense of our beloved colleague and comrade Sanford Berman:*

*Whereas* Sanford Berman is one of the most respected voices in the field of librarianship and is, for librarianship, what the Japanese call a "living national treasure," and

*Whereas* his dedicated and creative work at Hennepin County Library has enhanced the reputation of HCL tremendously through his innovative approaches to cataloging and brought it and libraries around the country significant benefits, and

*Whereas* Sanford Berman was unfairly formally reprimanded by management and then peremptorily reassigned (i.e removed from his position in cataloging) on the pretext of his discussion of professional matters with colleagues and the voicing of his principled opinions on library issues.

*Therefore*, we state emphatically that we decry the denial of Sanford Berman's rights to discuss differing opinions on professional matters in his area of expertise and express our outrage at the behavior of Hennepin County Library, Berman's employer, in exiling him to work away from the cataloging to which he has dedicated several highly productive decades, and that we condemn HCL management and demand that they a) rescind Berman's formal reprimand and offer him an apology and b) request his return to his position in the cataloging department of HCL and c) cease and desist in the harassment of Berman and other HCL employees. . . .

Mark Rosenzweig, Editor, *Progressive Librarian*

Dr. Maurice J. Freedman, Director, Westchester Library System

S. Michael Malinconico, University of Alabama, School of Library & Information Studies

Diedre Conkling, Lincoln County Library District, Oregon

A. Ralph Papakhian, Indiana University Music Library, Bloomington, IN

Andrew H. Lee, Tamiment Library, New York University

Asako Yoshida, Chester Fritz Library, University of North Dakota

Bernadine Abbott Hoduski

Charles Willett

David E. Motson, Seattle, WA

Earl W. Lee, Collection Devel. Librarian, Pittsburg State University

John Buschman, Assoc. Professor, Rider College, New Jersey,

Ian S. Duckor, New York State Library, Cultural Education Center, Albany, NY

Ilse and Eric Moon

Jenna Freedman, Graduate Student, School of Library and Information Science, University of South Florida

Julie Herrada, Associate Librarian, University of Michigan

Kate Bradley, Bellevue CC, WA

Chuck Munson

Rachel Jones, MSLIS, Austin, Texas

Roberta Frye, Branch Librarian, Oakland Public Library, Oakland, CA

Rory Litwin, MLS, San Jose, CA

Shannon Van Kirk, University of Alabama SLIS

Miriam Pickens, Library Student, Wayne State University, Detroit, Michigan

Mev Miller, Women's Presses Library Project

Joel Rane, Los Angeles Public Library

J. Mark Scheu, Thomas Jefferson Library, Univ. of Missouri-St. Louis

Dr. Chris Atton, Lecturer In Information and Media, Napier University, Edinburgh, Scotland

Christopher Merrett, University Librarian, University of Natal (Pietermaritzburg campus), South Africa

Carol Reid, Cataloger, New York State Library, Albany, NY

Katia Roberto

Anne Frank, Librarian, Southeast Asian Archive, University of California, Irvine

Suzanne Tronier, Manager, East Millcreek Library, Salt Lake City, UT

Derek Moneypeny, MLIS, Oakland, CA

Kathryn Loafman, Head, Technical Services Dept., Univ. of North Texas Libraries, Denton, TX

Rebecca Welsch

Rachel Aronowitz

Bill Michtom, Technical Support, Teleport Internet Services, Portland, OR

Melissa Riley, Librarian, San Francisco Public Library

Jo Falcon, Cataloger, Exploratorium Learning Studio, San Francisco

Carol F. L. Liu, Former President, Library Administration and Management Association of the American Library Association

Laura Reiner, Graduate Student, Simmons College GSLIS

Kathleen Adler, SLIS Student, UW-Madison

Michael Champion

Kimberly Edson, Minnesota Library Association Intellectual Freedom Chair

Peter Money

Mark Pendergrast, Writer, former professional librarian

Yvonne S. Farley, Reference Librarian, Kanawha County Public Library, Charleston, WV

Don Saklad, Cambridge MA

Carol Barta, Barton County Community College Library, Great Bend, KS

Martyn Lowe, UK

Cameron A. Johnson, Reference Librarian

Virginia LaPoint, Librarian

Bill Katz, Professor, School of Information Science and Policy, SUNY Albany, NY

Helene Charmillon-Pohl, Librarian, Kaukauna High school, Wisconsin

Jennifer Camper, Library Patron

Jean Armour Polly, MLS, Former Librarian, Author of *The Internet Kids & Family Yellow Pages*, 3rd ed. (Osborne McGraw-Hill)

Jessica Baumgart, Library and information science student; librarian

Leavenworth Jackson, Curator of Collections, Jackson Library West, Berkeley, CA

Carol Ince

Dave Prees, Library Assistant, University of Brighton, U.K.

Jay Hoffman, University of Maine at Augusta

Catherine Sassen

Joel Morrison

Patricia C. Pettijohn, Student, University of South Florida, School of Library & Information Science

Ilga Leja

Leila Shapiro, Regional Librarian, Montgomery County Department of Public Libraries

William D. Anderson

Alison Lewis, Ph.D., OPAC/Recon Manager, American Philosophical Society Library

Ron Ratliff, Chapman High School Librarian Chapman, Kansas

Diane Gordon Kadanoff, Director, Norwell Public Library

Deborah A. Richards, Graduate Student, Simmons College GSLIS

Michelle Filleul

Richard L. Soash, Supervisor, Library Automation and Cataloging, Wichita KS Public Schools

Camillia A. Gentry, Medical Librarian, Via Christi Libraries, Wichita, KS

Sharon Herbert, Library Systems Analyst, Peel District School Board, Mississauga, Ont., Canada

Ann C. Sparanese, Head of Adult & Young Adult Services Englewood Public Library

Jennifer Young, Serials Catalog Librarian, St. Louis University

Theresa A. Tobin, Head, M.I.T. Dewey and Humanities Libraries

Sandra Rothenberg

- Sue Cunningham, Librarian
- Susan Peters, Reference Librarian, Rutgers University Libraries
- Violet S. Yarman
- Victoria J. Medaglia, Cataloging Librarian, Babson College, Wellesley, MA
- Anna M. Martinson
- Tracey A. Callison, Head of Technical Services/Circulation, Addison Public Library, Addison, IL
- Jacquelyn Marie, Reference Librarian, University of California, Santa Cruz, CA (for 18 years)
- Teresa A. Beck
- Patricia Koch
- Kim Kiiskinen, Reference & Technology Director, River Falls Public Library, River Falls WI
- Frederick W. Stoss, M.S., M.L.S., Associate Librarian, Science and Engineering Library, University at Buffalo
- Linda J. Kimsey, Automated Systems & Services Librarian, Marietta College
- Susan Zeyher
- Kristin H. Gerhard
- Christine Jenkins, Assistant Professor, Graduate School of Library and Information Science, University of Illinois at Urbana-Champaign
- Chris Pelton, Staff member, University of Tennessee, Knoxville, Libraries
- Hava Rubenson, Web Analyst, RLG
- April Schwartz
- Angela Anthony, BR Library, Kansas City, MO
- Nancy Norris, Art/Humanities Cataloger, Cataloging Dept., Research Library, UCLA
- Tracey A. Callison, Head of Technical Services/Circulation, Addison Public Library, Addison, IL
- John Degon, SLIS Student, University of Wisconsin, Madison
- Martha E. McPhail, Catalog Librarian, San Diego State University, San Diego, CA
- Lisa Stage, Tucson, AZ
- Rose Kao, Head of Technical Services, Englewood Public Library
- Jo Anne Beezley
- Lynn Andersen, Library Director
- Beverly Leib, Englewood Public Library
- Susan Koch Gegenhuber, Principal Librarian, Pasadena Public Library
- Charles Bufe, Publisher, See Sharp Press
- Linda Pierce, Gonzaga University, Spokane, WA
- Jonathan R. Betz-Zall, Children's Librarian, Sno-Isle Regional Library System, Washington
- Jim Dwyer, Bibliographic Services Librarian, CSU-Chico
- Lynn Westbrook
- John Stucky, Curatorial Librarian, Asian Art Museum of San Francisco
- Barbara Stransky, Library Services Coordinator, Northeast Kansas Library System
- Hans-J. Fadum, Librarian, Technical Services, Malaspina University-College, Nanaimo, B.C. Canada
- Doug Holland, Publisher, Zine World magazine
- Terry McMenamin
- Darla Keller, Librarian
- Jill Patterson, Senior Librarian, Glendora Public Library
- Susan E. Thomas, Graduate Assistant, University of South Florida
- Stephen Peter LaBash, Head of Reference, University of Baltimore
- Sarah Springer, Graduate Student, School of Information Sciences, Department of Library and Information Science, University of Pittsburgh
- Gayle Porter, Cataloger, Purdue University Libraries
- Terri R. Wakefield
- Keven Larson, Cataloger, HCL
- Anne Britton

Michael P. Grossman, Librarian (Reference and ILL),  
Duluth Public Library, Duluth, MN

Elizabeth B. Lindsay, Indiana State University

Antonio Arroyo, Librarian, Pima Community College

Marge Loch-Wouters, Head of Youth Services, Menasha's  
Public Library, Menasha WI

Maria Koehmstedt, Reference and Audio Visual Librarian,  
Clatsop Community College

Tracey A. Callison, Head of Technical Services/Circulation,  
Addison Public Library, Addison, IL

Liz Ruhland, Reference Librarian, Contra Costa County  
Library

Amelia J. Shelley, Manager, Children's/Young Adult  
Services, Laramie County Library System, Cheyenne, WY

Karl M. Pearson, Retired; formerly Assistant Director of  
CLASS (Cooperative Library Agency for Systems &  
Services)

Chantel C. Guidry, Future Library Student, Reviewer,  
MSRRT Newsletter

Felicia G. Herman, Associate Librarian, Minnesota School  
of Business

Clare Marie Ackroyd, Health Sciences Librarian, Mid  
Coast Hospital, Brunswick, ME

Gayle Richardson, Children's librarian, Seattle Public  
Library

Donna Mandel, Librarian, San Francisco Public Library

Don Curry, Teacher, Charlotte Wood Middle School,  
Danville, CA

Scott Jenkins

Louise Orr, Librarian, Champlain-St. Lawrence, College  
Library, Sainte-Foy, Quebec Canada

James Madigan, Assistant Director, Oak Park Public  
Library, Oak Park, IL

Sheila Goldmacher, Materials Selection Librarian, San  
Francisco Public Library

Doris Hayashikawa, Coordinator, Digital Research  
Library, Formerly Adjunct Lecturer at the School of  
Information Sciences, U of Pittsburgh, Formerly Head,  
Catalog Dept., ULS, U. of Pittsburgh

Reta K. Graber, Collection Development Coordinator

Julia Ceriotti, M.L.S. Student, School of Information  
Science and Policy, Rockefeller College, University at  
Albany, Albany, NY

Martha Cornog

Adrienne Brown Canty, Resource Coordinator, Alberta  
Tobacco Control Centre, Edmonton, AB

Francis Van Ryn, Program Manager, Dept. of Environmen-  
tal Health, University of Washington

Gary Kopp

Lisa Mitten, Head, Collections Services Department,  
University of Pittsburgh

Janine J. Henri, Head Librarian, Architecture & Planning  
Library, The Univ. of Texas at Austin

Susie Bright, Author, California

Cici Chapple

Anita Perkins, Reference Librarian, MIT Libraries

Kate Miller, MLIS, Portland, OR

Mike Ballard, Library worker

Teresa Y. Neely, position: Interim Personnel Librarian,  
Colorado State University Libraries

Mike Hudson, Library Student

James W. Loewen, best-selling author, partly owing to  
Sandy's help

Eve Wider, Public Services/Reference Librarian, Univer-  
sity of Pittsburgh

Andrea V. Grimes, Special Collections Librarian, San  
Francisco Public Library

Annette McNair, Librarian, San Francisco Public Library

Mary C. Pauli, Reference Librarian, Clackamas County  
Library

Melita Laughlin, Library Patron, San Francisco, CA

Norman G. Kester, Social Sciences Selector, Mississauga  
Central Library, Mississauga Library System, Ontario,  
Canada; Editor of *Liberating Minds: The Stories and  
Professional Lives of Gay, Lesbian, and Bisexual Librar-  
ians and Their Advocates*, (McFarland, 1997), to which  
Berman contributed.

Ann Ryan

Peter Glenister, Bibliographical Services Librarian, Mount Saint Vincent University, Halifax, Nova Scotia

Kristin M. Carlson, Reference Librarian, Salisbury State University

Michael Jackman, News Editor, Zine World Magazine

Jacqueline C. Dick, Manager of Technical Services (Retired), Lee County, FL

Jill Stockinger, Branch Manager, Perris Branch Library, Perris, California

Lisa Walker, Cataloger/Assistant Professor, U. of Nebraska Libraries

Anita Havel

Gail Hardenbergh, Library Director, Milan Public Library, Milan, MI

Andrew Osmond, Madison, WI

Stephanie Schmitt, Systems Support Librarian, Yale University Library

Kimberly A. Long, Authority Control, Stark County District Library, Canton, OH

Eris Weaver, Librarian, Marin Institute for the Prevention of Alcohol & Other Drug Problems, Marin County, CA

Heidi Green

Lisa G. Fortwangler, Catalog Librarian (Medical)

Geoff Swindells

John McCallum, Reference/Collections Librarian, Wilfrid Laurier University Library, Waterloo, Ontario, Canada

Ellen Gay Detlefsen, Associate Professor, Department of Library & Information Science, School of Information Sciences, University of Pittsburgh

Janell Picard, Information Resource Center, National Semiconductor Corporation,

Martha M. Yee, Cataloging Supervisor, UCLA Film and Television Archive, University of California, Los Angeles

Michelle LaLonde, Library Supervisor, University of Michigan

Gail Kwak, Government Documents Librarian

Jeff White, Library Operations Manager

Pat Lawton

Paul Schulz, Thomas Cooper Library, University of South Carolina

Penny Swanson

Sophia McMillen, Head, Cataloging Dept., University of Hawaii at Manoa Libraries, Honolulu

Claire McInerney, University of Oklahoma School of Library and Information Studies

Kaia Henrickson

Roxanne Myers Spencer, Graduate Student of Library Science, Clarion University of Pennsylvania

Ellie Clement

Jennifer Dodge Weibel

John Radencich, Serials Cataloger, Florida International University

Donald Burkett, Senior Librarian (Technical Processes), New York State Library

Gary Metzenbacher, Director of the Library, Circleville Bible College

Martha Henn McCormick, Reference/Government Documents Librarian, Birmingham-Southern College, Birmingham, AL

Pam Keesey, formerly librarian at the Resource Center of the Americas

Margaret Zainer, U. of Wis.-Madison SLIS student

Jim Eggleston, Assistant Librarian, Humanities Library, MIT

Anthony Bernardo, Supervising Reference Librarian, New Haven Free Public Library

Judith Narosny, Cataloger, Simmons College Library, Boston MA

Mary Jane Leonard, Reference Librarian, Englewood Library, Englewood, NJ

Moo-Jae Pak, Senior Conversion Specialist

Lynda Empoliti, Adult Services Librarian, Englewood Public Library

Taralee Alcock, Library Assistant, Edmonton Public Library

Sylvia Roba, lover of books and freedom

Julia Paulsen, Cataloging/Reference Librarian Southern Oregon University Library

Pierre Blouin, Co-publisher, Hermés Revue Critique (an on-line journal on technology, librarianship and society)

Elaine Harger, Librarian, W. Haywood Burns School, PS/IS 176, New York City

Veronda J. Pitchford, Librarian, Chicago Illinois

Maria Anna Jankowska, Network Resources Librarian, University of Idaho Library

Cynthia Hetherington, Technology Librarian, Englewood Public Library

Dawn Rutherford, Young Adult Advocate, King County Library System, WA

Brian Hasenstab

Mary Jo Eyth, Reference Librarian, Humanities Department, Houston Public Library

D. Ann Sanford, Cataloging Librarian, Nevada State Library and Archives, Carson City, Nevada

Judy Din, Cataloger, Energy Library, U.S. Department of Energy Headquarters, Germantown, MD

Sarah Troemel

Pamela Costain, Executive Director, Resource Center of the Americas

Mary A. Swenson, Librarian Resource Center of the Americas

Linda Absher, Intranet Librarian, and The Lipstick Librarian!

Jennifer Friedman, Project Librarian, Northwoods HealthNet

Robert Wicke, MLS, Ph.D., Librarian

Joan Benedetti, Cataloger, Los Angeles County Museum of Art Research Library

Gregory J. Wool, Monographs Cataloger, Iowa State University, Ames, Iowa

Ann Simonds

Shirley Lew

Dale Wertz, student, Graduate School of Library and Information Science, University of Illinois, Urbana-Champaign

Jonathan Simcock, Editor, Total Liberty Magazine

Hanne Robinson, Librarian, Sacramento Public Library, Sacramento, CA

Regina Kammer, Catalog Librarian, Institute of Transportation Studies, University of California, Berkeley

Beth Sibley, Doe Library, UC Berkeley, Berkeley CA

Owen Rogers, Supervisor, Collection Development, Queens Borough Public Library

Dean W. Corwin

Karen M Venturella, Head of Multimedia Resources, Montclair State University

Sushila Shah, Catalog Librarian

Julie McKenna, Electronic Resources Librarian, Regina Public Library, Regina, SK

David Miller, Head of Technical Services, Levin Library, Curry College, Milton, MA

Devra Polack

Lisa Zeepp

Rhonda Rios Kravitz, Access Services Librarian, California State University, Sacramento

Kalpna Shankar, PhD student, Department of Information Studies, UCLA

Robert Newhard, Retired head of Technical Processing, Torrance Public Library

J. Holtham

Gary Pattillo

Deborah DeGeorge, Special Formats Cataloging, University of Michigan Libraries

Jocelyn McGuire, Adult Services Librarian, Winnipeg Public Library

Laine Snowman

Daniel Barden, Fort Lauderdale, FL

Susan Kane, Librarian, University of Washington Libraries, Seattle WA

Charlotte C. Rubens, Head, Interlibrary Services Dept. U.C. Berkeley

Leo Kriz, Head of Technical Services

Bruce Jensen, — PLUS Website (Public Libraries Using Spanish) <[www.geocities.com/athens/thebes/8107](http://www.geocities.com/athens/thebes/8107)> — Circulation Clerk, Cedar Mill Library, Portland, Oregon  
Noreen Cooper Heavlin, Webmaster, Sutter Health

Christopher H. Walker, CONSER/NACO Cataloger,  
Indiana University Libraries Technical Services Dept.

Sarah Dentan, M.L.S.

Lisa D. Kernan, Film and Television Librarian, University  
of California Los Angeles

Gary O. Rolstad, Associate State Librarian, State Library  
of Louisiana, & former HCL Librarian

Robert L. Romic, Graduate student — Library and  
Information Science Program at the University of Iowa

Timberly Matonic

Yoko Taguchi, Professor of Library Science, Kyoto Seika  
University, Kyoto, Japan

Jim Cullen, Editor, *The Progressive Populist*

Betsy Levine, Teen Center Librarian, San Francisco Public  
Library

Thomas Mann, Author, *Oxford Guide to Library Research*

Linda Gardiner, Publisher, *The Women's Review of Books*

Mary Ann Cantillon, Social Sciences Librarian, Vancouver  
B.C. Canada

Richard L. Peters, Librarian

Toni Samek, Assistant Professor, School of Library &  
Information Studies, University of Alberta, Edmonton,  
Alberta, CANADA

Seth J Godfrey — Responsible for bringing the first group  
of American Librarians to Cuba to meet Cuban Librarians  
in 1989.

Alejandro de Jesus

Steven D. Petersen, Associate Chair, Minnesota Atheists

Mike Wong, Senior Reference Librarian, New York Public  
Library

Mary Ellen Carter, Senior Circulation Assistant, MIT  
Dewey Library

Anne D. Knight, Cataloger, LeRoy Collins Leon County  
Public Library, Tallahassee, FL

Donny Smith, McCabe Library, Swarthmore College

Wade Hood

Jayne Gilmer

Matthew Wright, University of Washington, SLIS graduate  
student

C. Patrick Quinlan, Lecturer/Writer, US Foreign Service  
(retired), US Foreign Relations Committee.

Heike Seidel, Muenster, Germany

Mary Taylor Huntsman, Reference and Bibliographic  
Instruction Librarian, Campbellsville University

Editha Wilberton, Library Coordinator

William Porter, student, GSLIS, University of Texas,  
Austin

Wendy Thomas, SRRT Coordinator, Public Service  
Librarian, Schlesinger Library, Radcliffe College

Holly Kosisky, Assistant to Director of Special Programs,  
MIT

Jerry Baldwin, Library Director, Minnesota Department of  
Transportation

Marion I. Lipshutz

Pamela Robinson, College Librarian, South Tyneside  
College, England

Martin Dooley,, Division Chief, Telephone Reference,  
Brooklyn Public Library

Laura Quilter, Learning Studio, Exploratorium.  
[lquilter@igc.apc.org](mailto:lquilter@igc.apc.org)

Aisha White, Doctoral Student

Karen Gisonny, Librarian, New York Public Library

James Caccavo, International journalist/photographer; Red  
Cross Correspondent, Contributing writer/photographer to:  
*Everything You Wanted To Know About Sandy Berman,*  
*But Were Afraid To Ask.*

Sung Hee Chang, International businesswoman

Annie Caccavo, Assistant to the Vice President of  
Development, Columbia Pictures.

Beverly Slapin, Executive Director, Oyate

Priscilla Buffelohood, Culture Specialist, Ossco Aron  
Schools, Maple Grove, MN

Leah N Smith, Library Technician

Rose Parker

Dan J Bye, Information Adviser, Sheffield Hallam University, UK

Deborah Wassertzug

Jamie Lamkin, Information Services Librarian, Barnett-Briggs Medical Library

Leonard Rifas, EduComics

Allyson Carlyle, School of Library and Information Science, University of Washington, Seattle, WA

Crystal A. Sholts, student, Stanford University

Chris Leeder

Sue T. Parker, Associate Librarian, National Afro-American Museum and Cultural Center, Wilberforce, Ohio

Rosali Maggio

Joan P. Condell, Catalogue Librarian, Thomas Jefferson School of Law

Daniel S. Mesnik, Precision Research, Minneapolis, MN

Richard Norton, Reference Librarian, Lubbock City-County Services

Diane Gordon Kadanoff

Marty and Martha Roth, Professor, English Department, University of Minnesota and writer

Claire M. Connelly

John Yewell, News Editor, Metro Santa Cruz

Ingrid Carol Miles, student, Louisiana State University

Judy Finney, SJSU MLIS student

Kathleen Castillo, Assistant Librarian/Children's Librarian, St. Paul Public Library

Andrew Koebrick, MN-Planning Library

Anita Michel, Graduate Student, Graduate School of Library and Information Science, University of Illinois

Steve Fesenmaier, West Virginia Library Commission

Gayla Ellis, Acting Director, Midwest Villages & Voices, Publishers, Minneapolis/St. Paul

Julie Cook, MLIS student, UW Seattle

Karen J. Granger, Head Cataloger, Traverse des Sioux Regional Library System, Mankato, MN

Sandy Cameron

Irene Schmit

Donna Cohen, Independent Information Professional

Alexey Panchenko, Research Analyst, Hewlett Packard Research Center, Corvallis, OR

Adam Marsnik, Cataloging & Technology Librarian, Normandale Community College, Bloomington, Minnesota

David J. Brink  
Librarian I, San Francisco Public Library

Marilyn L. Nichols, Catalog Librarian, Voskuyl Library, Westmont College, Santa Barbara, CA

Kelly Monaghan, Publisher, *The Intrepid Traveler*

Lynn Robertson  
Masters student in Information and Library Studies

John Ohliger, President, Basic Choices Inc., retired library worker, University of Wisconsin Library

Christina Wagner

Marilyn L. Nowlan, Goodwin College Library

Nancy Dennis, Outreach Librarian, Salem State College

Toby Sonneman, author, *Fruit Fields in My Blood: Okie Migrants in the West* (University of Idaho Press, 1992)

Bridget MacMillan, Librarian, Marshall, O'Toole, Gerstein, Murray & Borun, Chicago, IL

Kristin Arnett, SLIS student, Indiana University

Nassim Lababedi, RLG, Monaco, MC

Richard Aldred  
Catalog Librarian, Haverford College, Pa.

Franco Levi

Matthew Lyons, MLS student, Rutgers University

David N. Pauli, Library/Media Specialist, Portland Jewish Academy

John Iliff, Visiting Instructor, University of South Florida

Vincent Jennings, Assoc. Prof. of Library Services emeritus, Hofstra University & ALA Life Member

Robert Sieczkiewicz  
Archivist, Center for the Study of Political Graphics

Julie Stein, Library Assistant, MIT

Stephen Ford  
Circulation Supervisor, Greensboro College  
Greensboro, NC

Celia C. Perez, MLIS student, University of South Florida

Amy Cassidy, MLS student, School of Library, Archival  
and Information Studies, UBC

Naomi Eichenlaub, MLIS student, School of Library,  
Archival, and Information Studies, UBC, Vancouver BC  
CANADA

Kelcy Shepherd, Archivist  
Environmental Design Archives  
University of California, Berkeley



**Sandy Berman and his granddaughter, Jasmine**