graphs. It was for us on our side of the Atlantic a great companion volume to Metcalf's *Planning Academic and Research Library Buildings*—and still is.

This second edition states in its preface that "the great change which has taken place in the last few years in the financial environment in which library buildings are conceived has inevitably had an influence on their planning." Such a statement in a preface ought to imply "great changes" in the second edition of the book in hand. But not the case: fully 98 percent of the illustrations and photographs are repeats—except, of course, the publishers use one of the very few new photographs greatly enlarged on the dust jacket under the words, "Second edition." Page after page has not one word of new text. Where is the "influence" of "the great change"?

Thompson has revised his "set of all-purpose formulae for initial, and very general, assessment of areas needed for the storage of different classes of library materials" because these figures in the first edition "were too vague, and, in part, inaccurate" (his words). Still, at the end of his revised figures, he writes, "For a more detailed set of formulae, see Metcalf."

The second edition carries an expanded essay on "Conversions" by which term the author refers to the alteration or conservation of existing buildings. This final chapter of the book does indeed bring new material to the literature of library buildings. The chapter is well conceived, written, and illustrated. Finally, Thompson has updated and enlarged the "Bibliography."

Still, the second edition is better left alone if you have the first edition. Remembering that these are British buildings, the essay on conversions and the bibliography are hardly worth $25—better put that $25 to another acquisition.—*Hal B. Schell, University of Cincinnati, Cincinnati, Ohio.*

Studies in Library Management. Volume Four. Edited by Gileon Holroyd. London: Clive Bingley; Hamden, Conn.: Linnet Books, 1977. 178p. $9. ISBN 0-85157-240-5 Bingley; ISBN 0-208-01547-7 Linnet; ISSN 0307-0808.

This volume is divided into three parts with two essays on the general subject of staffing, three on people in work situations, and three on theoretical approaches to library management. Volume four conforms more or less to the pattern set by previous volumes in the series: little continuity with some overlap in topics. With the exception of one essay contributed by a Brazilian library educator and one by an American management professor, the papers are British authored; of these, three are by library faculty, two by public library administrators, and one by a county personnel officer.

"Educational Needs for Library Management in a Developing Country" by Antonio A. Briquet de Lemos appraises education for librarianship in Brazil. He includes an analysis of data collected from ex-library school students asked to evaluate the quality of their educational experience.

"Manpower Requirements of Public Libraries" by Kevin Graves concentrates on the use of staffing studies for both internal library use and broader forecasting with illustrations drawn from the study he recently conducted on the staffing of public libraries in Great Britain. Numerous suggestions are offered for conducting staffing studies and determining manpower requirements that should be capable of being applied in other types of library settings.

"Organisation Development in Library Management" by T. D. Wilson defines organization development, describes how it works, reviews its limited usage to date in libraries, and contemplates its scope and future potential.

"Leicestershire Libraries: a Team Based Organisation Structure" by John Hinks provides a detailed discussion of the structure of the Leicestershire Libraries and Information Service, a county public library system that incorporates a team-based organizational system for the professional librarians in its field areas. Interestingly, professionals doing nonprofessional work, and vice versa, are effectively eliminated through this type of organization, an approach that conceivably could also be adapted to academic and special library environments.

"Trade Unions and Librarianship" by R. D. Taylor is a loosely written analysis of trade union developments in Great Britain affecting British public and academic librar-

ians with some attention given to the relationship between professionalism and unionism.

"Strategy, Structure, Style and Appraisal Applied to Libraries" by Paul J. Gordon is a critical examination of traditional assumptions and current thinking on organizational questions relating to behavior, design, and structure. He stresses there are no universal but only partial and conditional theories of management and also the need to consider varieties of organizations.

"Economics in Library Management" by Nick Moore discusses the development of economics, applications to management, and contributions to the development of library management theories. Recent research studies on book selection, collection size, and collection effectiveness are used to illustrate the relevance of economics theory to practical library decision making.

"Librarianship: Practice, Research and Theory" by Stephen A. Roberts, after discussing the concepts of science, research, theory, and practice, reviews several contemporary issues confronting research in librarianship. His paper concludes with a discussion of criteria for the advancement of library research in Great Britain.

The papers are not easy reading and require knowledge of the state of the library management art—in all its practical and theoretical aspects—for adequate comprehension of the topics discussed. However, those library managers and advanced students of library management who take the time to prod through this volume carefully will find food for thought and reflective action. The volume is not for those looking for quick answers to practical problems; rather, it raises numerous questions with possibilities of alternative strategies, techniques, and structures grounded in present, future, or conjectured theories.—*Michael B. Binder, Clinch Valley College of the University of Virginia, Wise.*

Marshall, Joan K., comp. *On Equal Terms: A Thesaurus for Nonsexist Indexing and Cataloging.* New York: Neal-Schuman Publishers, Inc., 1977. 152p. $14.95 hardcover; $9.50 paperbound. LC 77-8987. ISBN 0-918212-02-2 hardcover; 0-918212-03-0 paper. (Distributed by ABC-Clio, Inc., Box 4397, Santa Barbara, CA 93103.)

This list, produced under the aegis of the Committee on Sexism in Subject Headings organized under the sponsorship of the American Library Association's SRRT (Social Responsibilities Round Table) Task Force on Women, contains descriptors/subject headings for topics relating to people and peoples, particularly women.

The intent of this thesaurus, as stated in the introduction, is "to provide both a list of descriptors suitable for indexing materials of concern to women and other classes of people who have not been well served by the *LCSH* and a critique of the *LCSH* and LC's subject heading assignment policies."

Three categories of terms are included: (1) additions to *Library of Congress Subject Headings (LCSH)* to cover areas of women's concerns that are not presently covered; (2) revisions of biased *LCSH* terms; and (3) *LCSH* headings that have been included merely to expand the reference structure or to add subdivisions (p.12). In terms of scope, the list is not comprehensive or exhaustive, even for headings relating to women. LC headings that are considered adequate are generally not included in this list but are intended to be used along with those listed. In some areas, only a number of model headings are listed, according to which additional headings on similar subjects may be developed. As a result, this thesaurus seems to have been designed to be used as a supplementary list to *LCSH* and cannot be used independently without further development and expansion.

This list seeks mainly to improve on the terminology used in *LCSH* by using more current terms and by providing terms not yet present in *LCSH* (including new headings and narrower headings than those in *LCSH*) and additional cross-references. Existing LC headings that are considered to be biased or offensive are replaced by neutral or "nonbiased" terms.

Offensive or controversial terms, such as "Infanticide" and "Female offenders," are not only replaced by other terms but also dropped as referred-from references. It may be questioned whether eliminating these terms as referred-from references is desirable in terms of retrieval effectiveness. It is