

Westchester Library System -
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D r . M A U R I C E J . F R E E D M A N



I. EXPERIENCE

Current Position: *Director,*
Westchester Library System, Ardsley, New York.

Dates of Employment: July 1, 1982 - Present.

The *Director* reports to the Westchester Library System Board of Trustees, a 15-member lay Board elected by the trustees of the 38 member public libraries.

Principal Responsibilities: Responsible for the management of a cooperative library system (staff of 50), serving 38 member public libraries and a population of 867,000; services include information technology planning and implementation; interlibrary loan service to the County's 38 public and 15 academic libraries; children, young adult, adult, media, administrative, and reference consultation and collection development services; and, several grant supported projects, including the development of a video and cable communications program, categorical aid supported correctional institution services, and a variety of outreach services to citizens with special needs, including an outstanding job and career counseling service. Also negotiates all contracts with vendors.

Information Technology & Automation: Responsible for the planning, development, implementation and management of a 600 terminal / 43 site online circulation, public access catalog, Internet gateway, and online database system serving all 38 public libraries of the Westchester Library System and the Bedford Hills Correctional Facility. Also raised over \$2,000,000 in local support for the information technology and automation program by meeting with local trustees, city and town officials, and others.

Responsible for the acquisition, implementation and enhancement of WLS's online system. At present 300+ graphical-user-interface PCs are installed at 42 library sites upon which public access is provided to the *Netscape*™ browser for the World Wide Web, index and abstracts of 3,100 magazines and 1,500 full-text periodicals, *Collier's Encyclopedia*™, business and residential phone numbers, ERIC, MEDLINE, *Facts on File*™, 113 daily newspapers and wire services, and many other databases. Responsible for the installation and subsequent upgrade of a wide area telecommunications network, the single largest in Westchester County (number of sites). Maintains excellent working relations with the public library user group which contracts with WLS for the online system which is managed by WLS.

Budget and Interagency Relations: Full budget, managerial and planning responsibility for County-wide public library services; worked closely with the County Executive and the County Board of Legislators to increase County support from \$40,000 in 1982, to a high of \$875,000, an especially noteworthy achievement because WLS is a State agency. When President of the Public Library System Directors' Organization, led a successful State-wide lobbying effort which culminated in New York State's providing annual automation support to each of the State's public library systems. Until this legislation was passed there had been no direct State support of public library system automation.

Public and Community Relations: Has hosted a monthly cable interview show for ten years with celebrity and other notable guests from the community, as well as a weekly radio show, as parts of a multimedia public and community relations campaign to increase the visibility of public libraries and the public's awareness and support of library services. Guests have included such luminaries as Arthur Ashe, Roger Kahn, Paul Schrader, Alan Arkin, Esmeralda Santiago, local government officials, business leaders and others. Began an Annual Book & Author Luncheon with the sponsorship of Consolidated Edison, the Gannett Suburban Newspapers, H. W. Wilson Foundation, the American Booksellers Association and others. Initiated an annual African-American Authors and Readers Literary Tea sponsored by Fleet Bank. Member of numerous local and regional organizations.

Personnel Administration: As director is responsible for personnel policy, and oversight of personnel administration. Performed a complete classification study; all recommendations approved by Board of Trustees and implemented. Completely rewrote and codified the *Personnel Manual*. Developed a layoff policy and set of procedures which have served as a model for many libraries, as has the *Personnel Manual*.

Associate Professor, School of Library Service, Columbia University. 1977 - 1982.

As a member of the faculty, taught, researched and published in the area of technical services, cataloging, circulation and library automation, and in the area of public library service. Advised students, and participated in a number of appropriate activities including membership on several faculty committees. Participated in professional meetings, conferences, etc.

Coordinator of Technical Services, The Branch Libraries, The New York Public Library. 1974 - 1977.

Had chief responsibility for the acquisitions, cataloging, and processing and binding of approximately 500,000 books, records, tapes and other non-print materials, and managerial responsibility for 100 staff. Worked closely with the Library Information and Online Systems Office (LIONS) to ensure that the automated cataloging system worked properly; planned in conjunction with LIONS for further development and implementation of automated systems for the Branch Libraries. Was a voting member of the Branch Libraries' chief policy making body, the Council of Coordinators; was a voting member of the Advisory Board, which made recommendations on such personnel matters as in-service training, promotional eligibility, etc.; and was the Council of Coordinators representative on the Branch Libraries Non-Print Media Committee.

Director, Technical Services Division, Hennepin County (MN) Library. 1969 - 1974. Had chief management responsibility for technical services which included acquisitions, cataloging, processing and circulation as well as all automation planning, development and implementation; and also participated in the overall management of the Hennepin County Library. Had management responsibility for 60 people. In the years 1970 - 1974, production more than doubled; two automated systems were installed (one for acquisitions and one for cataloging); and innovative and unique applications of information technology were developed and implemented for the full range of print and non-print materials. This included the transfer to Hennepin of the MARC-based catalog conversion programs developed at the University of California's Institute of Library Research, and the automated cataloging and authority control system developed by The New York Public Library. Through these efforts the entire catalog was automated and the basis established for a most creative approach to cataloging and serving library users.

Manager, Library Processing, Information Dynamics Corporation (IDC). 1968 - 1969.

Had profit and loss, as well as supervisory responsibility, for acquisitions, cataloging, and processing of materials and preparation of information for computer input for libraries on a contract basis. Planned and managed all automated and manual processing activities in the Library Systems and Services Division. Had approximately 25 people under administrative supervision. Participated in the design, organization and implementation of all new automated processing systems. Did management analysis and consulting in library operations. In concert with IDC systems analysts, utilized data processing and micrographic systems. Participated in the development and application of IDC's pioneering use of microform-based cataloging systems, particularly the integration of the micrographic, data processing, and photoduplication technologies resulting in the *Micrographic Catalog Retrieval System* (MCRS).

Administrative Officer, and subsequently Executive Assistant, Processing Department, Library of Congress. 1966 - 1968: Employer: John W. Cronin (Deceased), Director.

Responsibilities were primarily in the areas of fiscal and personnel administration, space planning and utilization, and management analysis, all with respect to technical processing operations. As a special assistant, worked closely with the Director of the Processing Department in organizing and establishing the Pre-1956 National Union Catalog Publication Project, the editing for publication of the 18 million card, *Pre-1956 National Union Catalog*; and in organizing and establishing the **National Program for Acquisitions and Cataloging (NPAC)**, the Shared Cataloging Division and, in effect, centralized cataloging at the international level.

As the chief internal controller of the Department, was responsible for controlling and analyzing the Processing Department's \$16,000,000+ budget. Had a key role in the administration of all personnel activity for the 1600 people on the Processing Department staff. Served as a recruiter for professional staff for the Library of Congress. Performed management studies as required.

Was promoted from the classification of GS-7 to GS-12 in less than two years of service at the Library of Congress.

Assistant Head, African-Asian Exchange Section, Exchange and Gift Division, Processing Department, Library of Congress, 1966. Served as the second-in-charge, albeit briefly, of the Library of Congress's exchange programs with hundreds of institutions, governments, agencies and educational organizations on the continents of Africa and Asia. Left this position at the invitation of the Processing Department's Executive Officer to assume the position immediately above.

Intern, Special Recruit Program for Outstanding Library School Graduates, Library of Congress, 1965 - 1966. Was one of fourteen people selected by the Library of Congress for this honor from all of the library school graduates in the United States. For a six-month period worked in the major reference and processing operations of LC, and also toured or worked in all of the other departments of the Library.

Searcher, Graduate Theological Union Bibliographical Center (Berkeley, California). 1965. Did bibliographical searching of orders for a consortium of San Francisco Bay Area theological libraries. (Pre-professional).

Page, Bancroft Library, University of California, Berkeley. 1964. Did a variety of clerical work in a research library specializing in California history. (Pre-professional).

Junior Library Clerk, part-time, Newark (New Jersey) Public Library. 1955 - 1960. Performed a variety of routines in circulation control, stack maintenance, and almost every conceivable library clerical area while attending high school and college. (Pre-professional).

II. PUBLICATIONS

Several monograph-long consulting reports have been completed, but most are not listed. Copies of many of these reports can be made available upon request.

The Future of Cataloging, Insights from the Lubetzky Symposium (ALA, 2000), includes an article by Maurice J. Freedman on cataloging, honoring Seymour Lubetzky, the greatest cataloging theoretician on the occasion of his 100th birthday.

The U*N*A*B*A*S*H*E*D™ Librarian, the “How I Run My Library Good”SM, Publisher & Editor-in-Chief, February 2000-.

Technology & Teamwork, Westchester’s Book-Borrowing Explosion, *Library Journal*, September 1, 2000, pages 122 (editorial referring to Westchester & MJF), 160-163, article by John N. Berry III, based on interview with MJF and others concerning Westchester’s achievements in better resource sharing through technology and cooperation.

The Library Information Network Consortium of Latvia, a consulting report financed by the United States Information Agency, that recommended the design of a union catalog database and resource sharing for the National Library of Latvia and the seven other most important research libraries in Latvia. The report was co-authored by Ellen Starkman, Senior Systems Engineer, Chicago Public Library. June 1998

Cesnorship in Cyberspace: A Public Librarian’s Perspective, a paper presented at the New York Law School’s

Journal of Human Rights Symposium, *Should Cyberspace Be a Free Speech Zone?: Filters, "Family Friendliness," and the First Amendment*, March 5, 1998, at the New York Law School. Presenters included an attorney for the U.S. Justice Department, the District Attorney of Westchester County, the ACLU lawyer specializing in Internet free speech issues, and others. New York Law School *Journal of Human Rights*, Volume XV, Symposium 1998, Part One, pp.14-22, and comments, pp.48,ff.

Fees Fight: Public Librarians Steve Coffman and Maurice Freedman Duke It Out Over the Wisdom of Charging Fees for Public Service, *American Libraries*, August 1997, pp. 49-50.

Impact of Information Technology on Libraries and Information Centers in the United States 1960-1997, an article to be published in the proceedings of *The Global Information Village*, the proceedings of a Pratt Institute - École des Sciences de l'Information -United States Information Agency conference, in Rabat, Morocco, June 4-5, 1997, and in Brooklyn, NY, July 26-27, 1997. The article is based on the speech Dr. Freedman delivered at the conference in Rabat.

Pataki v. ALA; testified as the only plaintiff representing a library in the Pataki v. ALA 'harmful to minors' lawsuit, April 7, 1997. The overturned New York State law would have made it a felony to provide a minor electronic access to information that was found to be 'harmful' to the minor. The transcript of the testimony is found on p.163, line 17, at the following URL: http://www.vtwctr.org/fund/day_3.html

Connection Development: Web Lessons from Westchester; How One System Got Wired--the Pitfalls and Promises, *Library Journal*, October 1, 1996, pp. 42-44.

Columnist for *Collection Building*; Jazz CD Reviews and Commentary, 1993-

KOREA: Report to the United States Information Agency, for my three week consulting assignment for Pusan (Korea) National University, covering automation, collection development, building planning, and management. 1993.

Technology Options for a Developing Country [a paper delivered at the *Kenya Library Association Annual Seminar*, and distributed to the *Association's* membership], March, 1988.

KENYA: Report of the Academic Affairs Specialist [A *Consulting Report* prepared for the *United States Information Agency* regarding research, academic and public libraries in Kenya], March, 1988.

Jazz Compact Disks for Your Library; a Basic Collection, *Library Journal*, November 15, 1987, pp. 40-44.

TURKEY: Library Automation in the United States, and Computer Applications in American Libraries, two papers given at the *National Automation Symposium of Library, Information Science and Data Processing Professionals*, Istanbul, Turkey, May, 1984. These papers were translated into Turkish and published as part of the *Proceedings of the Conference*.

Invited article included in *Library Journal* collection entitled, **The Best Librarian of Congress: American Librarians Speak Out**, April 1, 1987, pp. 25, 26.

One Librarian's ALA Conference, *Library Journal*, August, 1986, p.52.

Automation and the Future of Technical Services, *Library Journal*, June 15, 1984, pp.1197-1203. Correction: **Freedman Completed**, *Library Journal*, August, 1984, p.1364. Also in *Best of Library Literature--1984*, Scarecrow Press, 1985.

Must We Limit the Catalog?, *Library Journal*, February 15, 1984, pp.322-324.

Editor, Online Circulation Systems: Five Case Studies, (*LJ Special Report*), Spring 1982.

Free Speech Movement, Letter, in *The New York Times Book Review*, v.87, no. 6 (February 7, 1982), p.41.

Circulation Systems: Past and Present, *Journal of Library Automation*, v. 14, no. 4 (December, 1981), pp.278-285.

Margaret Mann Citation, 1981: Sanford Berman, *Library Resources & Technical Services*, v. 25, no. 4 (October/December, 1981), pp.386-387.

A Conversation with Frederick G. Kilgour; an Interview, *Technicalities*, v. 1, no. 7, (June, 1981), pp.3-7, 9-20.

Opening a Catalog, in *Closing the Catalog*, Kay Gapen and Bonnie Juergens, editors, Oryx Press, 1980.

Rationale, Evaluation and Recommendation regarding the Automation of Circulation at the Johnson County Library, (Shawnee Mission, KS), [*Consulting Report*] June, 1980.

Technology and the Library Catalog, *ROM Newsletter*, v. 4, no. 2, June, 1980.

Report to the Memphis & Shelby County (TN) Public Library and Information Center [*Consulting Report*], with Jerome G. Pennington, 1980, 48 pages.

Opening a Library Catalog, *Library Journal*, November 1, 1979, pp.2277-2280. Also in *The Card Catalog--Current issues*, Scarecrow Press, 1981; and in *The Best of Library Literature--1980*, Scarecrow Press, 1981.

Editor (with S. Michael Malinconico), **The Nature and Future of the Catalog**, Oryx Press, 1979.

Esther J. Piercy Award, 1978: S. Michael Malinconico, *Library Resources and Technical Services*, Fall, 1978, pp.418-420.

Better Latent than Never; Comments on the Proposed 19th Edition of the DDC, Hennepin County (MN) Library Cataloging Bulletin, number 37, November/December, 1978, pp.6-10.

Analysis of Automated Procedures [in the] Montgomery County (MD) Department of Public Libraries [Consulting Report], September, 1977, 84 pages.

Regional Processing Center [Consulting Report for the Ramapo Catskill (NY) Library System], with Paul J. Fasana, Principal Investigator; Seoud M. Matta, and S. Michael Malinconico, 1978, 216 pages.

Bibliographic Resources Integration [Consulting Report for the Mid-Hudson (NY) Library System], with Seoud M. Matta, Project Director; Paul J. Fasana and S. Michael Malinconico, 1978, 284 pages.

Public Libraries, LC and the National Bibliographical Network, appears in the following publications (with slightly different titles):

(1) *Best of Library Literature--1978*, Scarecrow Press, 1979.

(2) *Library Journal*, November 1, 1977, pp.2211-2215.

(3) *Journal of Library Automation*, June 1977, pp.120-130.

(4) *Hennepin County Library Cataloging Bulletin*, no.28, June 1977, pp.4-14.

The Automation of Cataloging--1976, *Library Trends: Trends in Bibliographic Control: International Issues*, January, 1977, pp. 703-721.

The Economics of Book Catalog Production, in *Proceedings of the 1976 Clinic on Library Applications of Data Processing: the Economics of Library Automation*, University of Illinois, Graduate School of Library Science, 1977, pp.107-121.

Automated Network Catalog Products and Services, *Journal of Library Automation*, June, 1976, pp.145-155. Also in *The Card Catalog--Current Issues*, Scarecrow Press, 1981, pp. 115-125.

The Catalog: Its Nature and Prospects, *Library Journal*, February 15, 1976, pp.594-595.

Processing for the People: A Call for a National Bibliographical Center for Public Libraries in *The Need to Know...Libraries in America's Future: Library Journal's 100th Anniversary*, R.R. Bowker, 1976, pp.189-197.

Cataloging Systems: 1973 Applications Status, in *Library Automation: State of the Art II*, American Library Association, 1975, pp.56-86.

What Do Libraries Really Need? *Library Journal*, October 15, 1974, pp.2579-2580.

Introduction, (with Jerome G. Pennington) in the *Hennepin County Library Catalog*, 1st edition, 1972, pp.iii-iv.

Hope for the Positive, Letter in *American Libraries*, October, 1971, p.929.

A Report to the Hennepin County Library Board and to the Hennepin County Board of Commissioners: The Selection of a Classification System for the Book Collection of the County Library, 1970, 32 pages.

The Free Speech Movement at the University of California, *ALA Newsletter on Intellectual Freedom*, v. 14, no. 2 (March, 1965).

III. SPEECHES AND ACTIVITIES

Libraries, CyberSpace and the First Amendment, a speech delivered at the Long Island Library Association Conference, May 19, 1999.

Libraries and the Emerging Information Technologies in a Democratic Society, USIA-Africa Library Fellows Conference: *Information for Democracy in Africa*, Cape Town, South Africa, May 10-13, 1999.

Information Technology in the United States with Respect to Resource Sharing with Research Libraries, a presentation to Latvian public and research librarians, Riga, Latvia, May 19, 1998.

Censorship in Cyberspace: A Public Librarian's Perspective, a paper presented at the New York Law School's Journal of Human Rights Symposium, *Should Cyberspace Be a Free Speech Zone?* March 5, 1998, at the New York Law School. Presenters included an attorney for the U.S. Justice Department, the District Attorney of Westchester County, the ACLU lawyer specializing in Internet free speech issues. New York Law School *Journal of Human Rights*, in press.

Impact of Information Technology on Libraries and Information Centers in the United States 1960-1997, an invited paper delivered at *The Global Information Village*, an international conference sponsored by Pratt Institute, L'École des Sciences de l'Information, and the United States Information Agency, in Rabat, Morocco, June 4-5, 1997.

The Online Decency Challenge: The Communications Decency Act and What It Means for Libraries, a presentation at the New Jersey Library Association Annual Meeting, Long Branch, New Jersey, April 30, 1997. Included on the panel was Ann Beeson, ACLU, the lead lawyer for the successful challenge of the CDA.

Pataki v. ALA, Testified as the only plaintiff representing a library in the *Pataki v. ALA* 'harmful to minors' lawsuit, April 7, 1997. The overturned New York State law would have made it a felony to provide a minor electronic access to information that was found to be 'harmful' to the minor. The transcript of the testimony is found on p.163, line 17, at the following URL: http://www.vtwctr.org/fund/day_3.html

Resolution of Thanks, American Library Association Annual Meeting, Inaugural Banquet, July 2, 1996. New York City.

The Role of Library Assistants in the Modern Library, a speech given to the annual meeting and workshop of the New Jersey Association of Library Assistants, Seton Hall University, South Orange, New Jersey, June, 1995.

Korea, Kenya and (the former) Czechoslovakia: On the Road for the USIA; a speech given at the fall meeting of the *Archons of Colophon*, New York City, October 6, 1993.

Korea: Speeches on technology, collection development, and public library service were given at three separate seminars sponsored by the Pusan National University Library and attended by librarians from the region. 1993.

The Right to Know: Must We Pay for It? a program at the *ALA Annual Meeting*, San Francisco, June 29, 1992; program chair and organizer.

You Just Don't Understand or Confessions of a Male Middle Manager, a speech delivered at a program sponsored by the ALA Committee on the Status of Women in Librarianship, ALA Annual Meeting.

The Present and Future of Technology in Public Libraries, a speech delivered to the staff, Trustees, and

Friends of the Port Washington (NY) Public Library, at its *Library Retreat*, August 22, 1990.

Pay Equity, Current Issues and Problems, program chair and organizer, *ALA Annual Meeting*, Chicago, IL, June 25, 1990.

Orientation Program for ALA Women's Related Activities, speaker on Activities of the ALA Pay Equity Committee, *ALA Annual Meeting*, Chicago, IL, June 23, 1990.

The Library Director's Perspective on Technical Services Training, a speech delivered at the *New York Library Association Annual Meeting*, Saratoga Springs, NY, 1989.

On Being a Public Librarian, a speech delivered at the *Long Island Library Association Annual Meeting*, 1989.

WESTLYNX, a Discussion of the Automated System at the Westchester Library System, presented at the *Westchester Library Association Annual Meeting*, May 6, 1988.

KENYA: Technology Options for a Developing Country with Special Reference to the District Focus, District Information Documentation Centers, presented at the *Kenya Library Association Annual Seminar*, Nairobi, Kenya, February 25, 1988.

Chair and Speaker, **Council Orientation Program**, *ALA Council Orientation Meeting*, January 10, 1988.

Resolution of Thanks, *Inaugural Banquet, American Library Association Annual Meeting*, New York City, July, 1986.

Microcomputers in Public Libraries, organizer and chair, *Public Library Association Preconference on Microcomputers*, June, 1985, Chicago, IL.

TURKEY, CZECHOSLOVAKIA and ITALY: Library Automation in the United States, and Computer Applications in American Libraries, two papers given at the *National Automation Symposium of Library, Information Science and Data Processing Professionals*, Istanbul, Turkey, May, 1984. These papers and related speeches were also delivered in **Naples, Rome, Parma and Milan, Italy, and in Prague and Bratislava, Czechoslovakia**. In addition, a lecture was delivered at the University of Istanbul on **the development of library automation in the United States**, and on **Public Library Service in the United States** to the library and information science professionals in Bratislava, Czechoslovakia. May, 1984.

The Management of Technical Services and Automation, a speech given at *Change: The UTLAS Users Group Meeting*, Toronto, Canada, 1984.

The Online Catalog: Issues and Prospects, a speech given at the *State University of New York Librarians' Association (SUNYLA)*, SUNY Purchase, NY, 1984.

The Future of Technical Services, *Midwest Library Associations Meeting*, Cincinnati, OH, 1983.

International Serials Cooperation and Union Lists of Serials, a speech given at the *Canadian Library*

Association Annual Meeting, June, 1982, Saskatoon, SASK., Canada.

Resolution of Thanks, *Inaugural Banquet, American Library Association Annual Meeting*, July 3, 1980, New York City.

Children's Service and National Networking, a speech delivered for the all day conference *Access to Information for Children Through Technology*, sponsored by the *Association for Library Service to Children, ALA Annual Meeting*, June 30, 1980, New York City.

Circulation Systems: an Historical View, a speech delivered at the *Information Technology Futures* conference sponsored by the *Cooperative Library Agency for Systems and Services (CLASS)*, June 4, 1980, Los Angeles, CA.

Technical Services and Technology, a speech delivered to the *Library Administrators' Section, Westchester Library Association*, White Plains, NY, Spring, 1979.

Opening a Catalog (a much different speech from the item several citations below of the same title), presented at the *Library and Information Technology Association* (formerly ISAD) Institute, *Closing the Catalog*, New Orleans, November, 1978, and San Francisco, February 1979. Also delivered at *Library Technology Seminar*, Kansas State University, Manhattan, KS, May, 1979.

Bibliographic Networks and the Consumer, a speech given at the *2nd General Session of the Virginia Library Association, Annual Meeting*, Williamsburg, VA, December 1, 1978.

Circulation Systems: Past and Present, a speech given at the *NJASIS/NJSLA/NJLA/Rutgers GSLIS Joint Institute, On-line Circulation Systems*, New Brunswick, NJ, October, 1978.

Circulation Systems in Perspective, a speech given at the *Program Meeting of the Circulation Services Section of LAD* (now LAMA), *Implementation of Automated Circulation Systems, ALA Annual Meeting*, Chicago, IL, June, 1978.

Library Automation and the User, a speech given at the *LITA Institute, Library Automation: State of the Art II, ALA Preconference*, Chicago, IL, June 1978.

Commentary on the Evolving Library Information Network, a speech given at the *Rutgers University, Graduate School of Library and Information Studies, 16th Annual Alumni-Faculty Spring Symposium, Information Networks: Promises and Actualities*, New Brunswick, NJ, May, 1978.

Opening the Catalog, a speech given in varying forms at the following meetings:

- a. *Westchester Library Association Annual Meeting*, Rye, NY, April 1978.
- b. *Nassau County (NY) Library Association, Academic Librarians Section, Annual Meeting*, April, 1978.
- c. *ALA-ACRL New England Chapter: Symposium on Closing the Catalog*, Williamstown, MA, March, 1978.

d. *Critical Issues Conference: Closing the Catalog*, Portland, OR, March, 1978.

e. *St. Johns University, Division of Library Science, Colloquium*, Queens, NY, February, 1978.

f. *New York Library Association/Ontario Library Association, Joint Meeting*, Niagara Falls, ONT., Canada, November, 1977.

Automated Circulation Systems, moderator, *ISAD Institute*, Dallas, TX, December, 1977.

Comment on Libraries and the National Network, a speech given at *The 95th Convocation of the University of the State of New York*, Albany, NY, October, 1977.

Public Libraries and the National Network, a speech given at the *Connecticut Library Association, Annual Meeting*, Norwalk, CT, May, 1977.

The Catalog in The Age of Technological Change; organizer and moderator, *ISAD Institutes*, New York City, April 1977, and Los Angeles, CA, May, 1977.

Some Considerations on Public Libraries and the National Bibliographic Network, a speech given at the *ISAD Institute: Networks III: The National Bibliographic Network*, Chicago, IL, February, 1977.

Technical Services Cost-Cutting and Attendant Quality and Service Implications, a speech given at the *Program Meeting of the RTSD Technical Services Committee, ALA Annual Meeting*, Chicago, IL, July 19, 1976.

Library Automation, a multimedia presentation conceived, created and produced for the *Joint Program Meeting of ISAD and JMRT, ALA Annual Meeting*, Chicago, IL, July 18, 1976.

Standardized Bibliographic Control: When? a speech given at *Columbia University, School of Library Service, 25th Alumni-Student Day*, New York City, March 27, 1976.

Automated Serials Control--National and International Considerations, an *ISAD/California Library Association Institute*, San Francisco, CA, November 29-30, 1975. Institute manager and moderator.

The Acquisitions, Cataloging and Processing of Non-Print Materials, a speech given at the *New York Library Association Annual Meeting*, New York City, November 22, 1975.

Microform Catalogs: Now More than Ever, meeting organizer and moderator. *American Society for Information Science Annual Meeting*, October 28, 1975.

The Catalog: Its Nature and Prospects, an *ISAD/RASD/RTSD-CCS Institute*, New York City, October 9-10, 1975; institute organizer and moderator.

Automated Bibliographic Products and Services, a speech given at the *ISAD Institute on Automated Networks*, New Orleans, LA, March, 1974.

The Transferability of Software, a speech given at *American Society for Information Science Annual Meeting*, Los Angeles, CA, October, 1973.

The Status of Cataloging in Library Automation, a speech delivered at the *ISAD Preconference, Library Automation: State of the Art II*, Las Vegas, NV, 1973.

Microform Catalogs, a member of the reactor panel at the *Program Meeting of the RTSD Book Catalog Committee, ALA Annual Meeting*, Las Vegas, NV, 1973.

Bibliographic Data Base Services and The Hennepin County Library Automation Program, two speeches given at a two day *METRO (New York Metropolitan Reference & Research Library Organization) Seminar on Services of Processing Agencies*, New York City, 1973.

Censorship of Children's Literature, member of a reactor panel at a program sponsored by the *Children's Service Section of the Minnesota Library Association, Spring Meeting*, St. Paul, MN, 1973.

The Use of Computer-Output Microfilm in North American Libraries, a speech given at the *National Microfilm Association Annual Convention*, Detroit, MI, 1973.

The User Backlash against Library Automation, a speech given at the *American Society for Information Science Annual Meeting*, Washington, DC, 1972.

Computer-Output-Microfilm in Library Automation, a speech given at a joint *ALA-NMA Institute, Microforms in Library Automation*, New York City, 1972.

Sex and Violence in the United States of America as Exemplified by Materials Found in Libraries and Not Found in Libraries, a multimedia presentation conceived, created and produced for the *Minnesota Library Association Annual Meeting*, Brainerd, MN, 1972.

Chairperson of the Ad-Hoc Special Investigating Committee, Minnesota Library Association, which investigated and reported on the firing of the director of a Minnesota public library, 1972. The committee's recommendations were adopted by the Executive Board of the Minnesota Library Association.

Mechanization of Technical Services, a speech delivered at the *National Library Week Symposium II: Information for the Seventies; Meeting a Need*, April 19, 1971, cosponsored by the *Minnesota Chapters of the Special Library Association* and the *American Society for Information Science*, Minneapolis, MN.

The Alternative Press in the United States of America, a Current Survey, a multimedia presentation conceived, created and produced for the *Minnesota Library Association Annual Meeting*, Rochester, MN, 1970, and also presented elsewhere.

IV. PROFESSIONAL MEMBERSHIPS

Advanced Technology Libraries, Member, Board of Contributing Editors, 1978-.

American Library Association:

President-Elect, 2001-2002; President, 2002-2003; Past-President, 2003-2004

Ad Hoc Committee to Redraft a National Information Policy Statement, Chair, 1978; Member, 1979-1980.

Committee on the Status of Women in Librarianship (COSWL), Member, 1998-

Coordinating Committee on Access to Information (Access Committee), Chair, 1991-1992; Member, 1992-1994.

Council, Councilor-at-Large, 1977-1981, 1982-1986, 1986-1990, 1993-1997, 1997-.

American Libraries, Member, Editorial Board, 1977-1978.

Information Science and Automation Division (ISAD, now LITA), Nominating Committee, 1972-1973.

Library and Information Technology Association (LITA, formerly ISAD), Development Committee, 1990-1991.

LITA, Nominating Committee, Chair, Information Science and Automation Section, 1981-1982.

LITA, LSSI and OCLC Minority Scholarship Committee, Chair, 1997.

LITA Nominating Committee, Chair, 1980-1981.

LITA, Member, Board of Directors, 1976-1979.

LITA, President, 1977-1978.

LITA, Award Committee, 1978-1979.

LITA, Staff Committee (Ad Hoc), 1978-1979.

LITA, Development Committee, 1990-2

LITA Scholarship Committee, 1996-1997.

LSTA, Advisory Committee, 2001-2002.

Office of Information Technology Policy Advisory Committee, 1996-1998.

Pay Equity Committee, Chair, 1989- ; Member, 1988-1991.

President's Dance Committee, Co-Chair, 1986, 1987.

Public Library Association (PLA), *Interlibrary Cooperation Committee*, 1973.

PLA, *Cataloging Needs of Public Libraries Committee, Chair*, 1982 - 1986.

PLA Liaison to Library - *Publisher Intellectual Freedom Study Committee*, 1984-1985.

PLA *International Relations Committee*, 1987-1989.

Resources and Technical Services Division (RTSD), *Nominating Committee*, 1976-1977.

RTSD, *Planning Committee*, 1972-1976.

RTSD, *Technical Services Cost Committee*, 1971-1974; *Chairperson*, 1974-1975.

Social Responsibilities Round Table (SRRT), *Action Council*, 1972.

American Society for Information Science (ASIS):

Chairperson, Central Jersey Chapter, 1978-1979.

Board of Directors, Central Jersey Chapter, 1977-1978.

Program Chairperson, Central Jersey Chapter, 1977-1978.

Chairperson, Special Interest Group on Library Automation and Networking, Program Planning Committee, 1975-1977.

Best of Library Literature, *Member, Jury*, 1978.

Beta Phi Mu, International Library Science Honor Society, *Member*.

Books in Library and Information Science, *Member, Advisory Board*, 1980-1981.

R. R. Bowker Library Advisory Board, *Member*, 1983-.

Collection Building, *Member, Editorial Board*, 1978-.

International Federation of Library Associations and Institutions (IFLA), 1999- ; *Delegate and voting member* for the Westchester Library System.

International Standard Book Number (ISBN) Promotion Committee, 1975-1977.

ISBN Publicity Committee, *Member*, 1975-1977.

ISBN Data Transmission Committee, 1975-1977.

METRO, *Board of Trustees*, Trustee; Member of Audit Committee.

Metropolitan Inter-Library Cooperative System (MILCS), *Users Council*, Member.

Minnesota Library Association, 1969-1974:

Constitution and By-Laws Committee, 1970-1971.

Intellectual Freedom Committee, 1971-1973.

Professional Welfare Committee, 1973-1974.

National Information Standards Organization (formerly American National Standards Institute), *Member, Future Standards Committee, 1984-1986.*

New Jersey Governors Conference, *Program Committee, 1978-1979.*

New Jersey Library Association, 1975-1980.

New York State, Office of General Services, *Task Force on Online Database Service Contracts*, public library (and system) representative, 1996-.

New York Library Association, *Intellectual Freedom and Due Process Committee, 1978-1981*; continuing NYLA member since 1974.

NYLA *Vitality Committee, 1990-.*

New York Technical Services Librarians: Chairperson, *Program Committee, 1976-1977. President, 1981-1982. Member, Executive Board, 1980-1983.*

Pratt Institute, School of Library and Information Studies, *Board of Advisors*, Member, 1983-.

Public Library Quarterly, *Member Editorial Board, 1978-.*

Public Library Systems Directors' Organization of New York State (PULISDO), *President, 1984-1986*; member since 1982.

Technicalities, *Member, Editorial Board, 1980-1984.*

Westchester County (NY) Association, *Institutional Representative.*

Westchester Library Association, *Executive Board, Member.*

V. AWARDS, RECOGNITION, ETC.

Guardian of Civilization Award – 1999, **Westchester Great Books Council**, September 29, 1999.

Headliner Award - 1999, “In recognition of your professional leadership and contribution to the Westchester Community.” The award was presented by the **Association for Women in Communications, Westchester Chapter**, June 2, 1999.

United States Information Agency [sponsor], **USIA-Africa Library Fellows Conference, “Information for Democracy in Africa”**, *Keynote Speaker and Resource Person*. Sixteen African nations were represented. Cape Town, South Africa, May 10-13, 1999.

United States Information Agency, *Academic Affairs Specialist: Latvia*, 1998. Was selected to lead a team to study cataloging, database building and resource sharing for the eight largest research libraries in Latvia. Recommended a national union catalog database design and procedures, and assisted in the development of a *request-for-proposals* for a shared online catalog and local system. Also met with high-level Latvian officials and the U.S. Ambassador to Latvia and other U.S. officials in connection with generating support for the technology goals of the Latvian research libraries. Ellen Starkman, Senior Systems Engineer, Chicago Public Library, was a co-consultant. May 8-22, 1998, on-site in Riga, Latvia.

Invited Speaker, Pratt Institute (Brooklyn, NY) – **L’École des Sciences de l’Information** (Rabat, Morocco) - **United States Information Agency International Conference, *The Global Information Village***, held in Rabat, Morocco, June 4-5, 1997, and in Brooklyn, NY, July 26-27, 1997.

Myron S. Isaacs Community Services Award: “For having displayed consistent and outstanding courage and integrity in defense of the First Amendment”. The award was presented by the Westchester Chapter of the American Civil Liberties Union, May 26, 1997.

United States Information Agency, *Academic Affairs Specialist: Korea*, 1993. Did in-depth consultation for Pusan National University, Pusan, Korea, in three areas: automation, collection development, and new building planning; May 1-22, 1993. Also conducted several seminars for public and academic librarians in the area.

United States Information Agency, *Academic Affairs Specialist: Kenya*, 1988. Did consultation for the USIA on the research, academic and public libraries of Kenya, with special attention focused on the application of technology to Kenyan library processes. Also presented a paper at the Kenya Library Association Annual Seminar, and made a number of informal presentations to different Kenyan library groups.

United States Information Agency, American Participant Program. First United States librarian to be sent by USIA to lecture and consult; lectured and consulted on library automation in Turkey, Italy and Czechoslovakia. 1984.

Library and Information Technology Association of the American Library Association: *Award for Achievement in Library and Information Technology*, 1980. The award citation reads:

In recognition of his distinguished leadership in the library technology field, his profoundly humanistic approach to the use of technology, and his accomplishments in the field through speaking, writing, and teaching. His contributions to the library profession in general and to library automation in particular are well recognized by his colleagues and attested by the results he has achieved.

(The *LITA Award* is the highest award given by the American Library Association specifically recognizing technological achievement. Dr. Freedman was the third recipient of the award.

LITA Award, 1980: Maurice J. Freedman, by S. Michael Malinconico. *Journal of Library Automation*, v. 14, no. 3 (September, 1981), pp.233-235.

Case Western Reserve University, Librarian in Residence. One member of the library and information science field is selected annually to participate in a three-day library staff retreat. 1977.

Library of Congress, Outstanding Library School Graduate, Special Recruit Internship. The Library of Congress annually selects as interns a small number of library school students from among the graduates of all of the ALA accredited library schools. 1965.

Beta Phi Mu. National Library Science Honorary Society, Member. 1965-.

VI. CONSULTATION

Hill International, Inc. Consulted for the project contractor for the **National Library of Latvia**, Hill International, Inc., on issues pertaining to technical services, and information systems and services. 1999- .

National Library of Latvia and Other Research Libraries in Latvia. Led a team in the study of cataloging, database building and resource sharing for the eight largest research libraries in Latvia. Recommended a national union catalog database design and procedures, and assisted in the development of a *request-for-proposals* for a shared online catalog and local system. Also met with high-level Latvian officials and the U.S. Ambassador to Latvia and other U.S. officials in connection with generating support for the technology goals of the Latvian research libraries. Ellen Starkman, Senior Systems Engineer, Chicago Public Library, was a co-consultant. May 8-22, 1998, on-site in Riga, Latvia.

Hartford Public Library (CT). Investigated the feasibility of the library's installing the CARL system and managing its own telecommunications network. Contact person: Louise Blalock, Director. 1995.

California State Library (Sacramento, CA). Completed a major study of all California public, community college, academic, and university libraries, and a sample of California school, special, archive, museum, historical society libraries to determine California libraries' machine-readable non-serial holdings; developed a plan to enable the State to promote better resource sharing by libraries through current and projected technology alternatives, including the INTERNET; and examined issues and questions to be addressed in the next five years in terms of automation, telecommunications and resource sharing. Contact person: Barbara Will, Coordinator of

Network Development, California State Library. 1993-1994.

Enoch Pratt Free Library (Baltimore, MD). Did complete analysis, overhaul and reorganization of all technical services functions, detailed space analysis and floor plans for reorganized operations, and analysis, design, and specifications for upgrade of CLSI circulation system to upgraded online circulation and catalog system. In addition did detailed analysis of CLSI online acquisition system, and recommended, negotiated and participated in the planning and implementation of the *INNOVACQ* online acquisitions and serials systems. 1989.

New Canaan Library (CT). Analyzed and made recommendations concerning the floor plan and layout for a newly designed technical services operation. 1989.

Darien Library (CT). Did detailed analysis of manual and automated technical services processes, including bibliographic network and local system operations as implemented by the Darien Library. 1988. Contact person: Ms. Louise Parker Berry, Director.

Mississauga Library System (Mississauga, Ont., CANADA). Examined in great depth the technical services and online operations. Consulted on the implementation of an upgrade of the GEAC system. Overall, provided a massive analysis and recommendations for change so as to improve the operations and service to the staff and users of the Library. 1987.

R. R. Bowker (New York, NY). Consulted for Bowker on the design of its CD-ROM based *Books In Print Plus* (*BIP+*) product. Made several suggestions incorporated into the final product which addressed display design features, search strategies, and bibliographic control functions. 1987.

Carnegie Library of Pittsburgh (PA). Three major tasks were performed relating to technical services and automation. In depth analysis was performed of the technical services workflow, procedures, and overall operations; analysis of classification system used at the Carnegie; and overview of the Carnegie's automation program. Also recommended the abandonment of the plan to buy LIBRIS, and instead helped with the selection and negotiation of the *INNOVACQ* system. 1986-1987. Contact person: Mr. Robert B. Croneberger, Jr., Director.

San Jose Public Library (CA). A variety of major tasks regarding the overall technical services and automation of the San Jose Public Library. For example analysis of the Library's circulation system database and proposed strategy for its upgrade to standard cataloging (MARC) level; redesign of cataloging procedures and policies; planning for the acquisition and implementation of an online catalog and circulation control system; working with the Library's administration to ensure that all planning and work in these areas is consistent with the Library's overall mission and service objectives. 1986.

C L Systems, Inc. (CLSI) (West Newton, MA). Advised regarding CLSI's product line and future offerings. 1986.

R. R. Bowker, Company (New York City). Performed review, analysis and gave recommendations regarding CD-ROM bibliographic data base products and services to be offered by Bowker. 1986. Contact person: N.A.

San Jose Public Library (CA). As a member of the Professional Library Consultants team, did analysis, evaluation and recommendation concerning the San Jose Public Library's automation program and technical

services; specifically recommended the abandonment of Baker & Taylor's *LIBRIS* product, and recommended and negotiation the purchase of the *INNOVAC* online system. 1985.

Finkelstein Memorial Library (Spring Valley, NY). Assisting in planning for an online circulation and catalog system. 1985.

Greenwich Library (CT). Assisting in the transition from an antiquated automated circulation system to a new one which will include an online catalog function; also helping in the planning for retrospective conversion/upgrade of database to a full MARC authority controlled file. 1985.

Lakeland Library Cooperative (Grand Rapids, MI). Helped evaluate, improve and renegotiate vendor supplied turnkey circulation services. 1984-1985.

Queens College Library (Flushing, NY). Consultation regarding automation utilization in the new library building being planned. 1984.

Montgomery County Department of Public Libraries (Rockville, MD). Consulted on automated circulation system implementation. 1980- 1981.

San Diego City and County Public Libraries (CA). Consulted on automation, technical services and outreach. (With Robert H. Rohlf, Coordinator, Frank E. Gibson, Gary Shirk and Lester Stoffel, studied all aspects of cooperation between the two libraries, as well as evaluating and making recommendations as appropriate). 1981.

Suburban Library System (Burr Ridge, IL). Conducted all day workshop on automated circulation systems, June 13, 1980.

Johnson County Library (Shawnee Mission, KS). Consulting primarily on automation of circulation; also consulting on OCLC utilization and overall library planning, 1979-1980.

Memphis-Shelby County Public Library and Information Center (Memphis, TN). Consulted on automated systems and services; evaluated OCLC and BATAB utilization, as well as online circulation system planning; with Jerome G. Pennington. 1979-1980.

R. R. Bowker Company (New York City). Consultation included an evaluation of current Bowker bibliographical services and possible new product and service areas, 1979.

White Plains Public Library (NY). Consulted on automated circulation systems and catalog processes. 1979, 1980.

Gaylord Brothers, Inc. (Syracuse, NY). Consulted on automated circulation systems, June, 1978.

Case Western Reserve University: Librarian in Residence (Strongsville, OH) at 3 day staff retreat; dealt particularly with problems of automated bibliographic control and access, closing the catalog; and catalog maintenance. May, 1977.

Decicom Systems Incorporated (Farmingdale, NY). Consultant on automated circulation systems, 1977, 1978.

Montgomery County Department of Public Libraries (Rockville, MD). Consulted on automated technical services, especially regarding online circulation systems. 1977.

Mid-Hudson and Ramapo-Catskill Library Cooperative Systems (NY). With Paul Fasana, Seoud Matta, and Michael Malinconico. Consulted on technical services, automation and union catalog development. 1977.

LISI Inc. (Wayzata, MN). Consulted on catalog conversion strategies. 1977.

Berndston, Rothwell & Cappello, Attorneys-At-Law (Washington, DC). Expert library witness in law suit. 1977.

Finkelstein Memorial Library (Spring Valley, NY). Consulted on technical services. 1976.

University of Cincinnati (OH). Consulted on automation planning for bibliographical and circulation control. 1975.

Hennepin County Library (Minnetonka, MN). Consultation on cataloging and other technical services and automation activities. 1975.

Macmillan Company (New York City). Consultation on library automated acquisition systems, and evaluation of potential high demand titles on Macmillan's Fall, 1975, list. 1974.

Iowa State Traveling Library (Des Moines, IA). Consultation and evaluation of the State Library's processing center. 1971.

Information Dynamics Corporation (Reading, MA). Educated and trained sales force in basic concepts of technical services, especially cataloging. 1969.

VII. LIBRARY SCHOOL ACTIVITY

Pratt Institute: Visiting Associate Professor, 1991-1999. Taught information technology systems and services, and formerly taught cataloging in the Graduate School of Library and Information Science.

University of Alabama: Guest speaker on technical services and information technology, January, 1990.

St. John's University: Served on Reaccreditation Advisory Committee, 1989.

Columbia University: Lectures on technical services and public library services and issues; and also served on doctoral dissertation candidate defense committees. 1984-

University of California (Berkeley): *The automation program at the Hennepin County Library; a history and*

strategy, a speech delivered in February, 1979.

Rutgers University: As adjunct instructor, taught Technical Services during Summer Session, 1977.

Columbia University: Spoke with introductory classes (two sessions) on problems and prospects of Library career, 1975.

University of Minnesota. *Member, Library School, Self-Study Committee*, Spring, 1974; several lectures on technical services, 1971-1974; several presentations of multimedia *Sex and Violence...* a show and discussion of intellectual freedom issues. Also *Alternative Press...* a show presented and discussed, 1971-74.

St. Catherine's College (St. Paul, MN): lectures on technical services, 1971-1973; several presentations of *Alternative Press...* show and discussion of intellectual freedom issues, 1970- 1972.

VIII. EDUCATION

Doctor of Philosophy (Ph.D.), Graduate Division, Rutgers University, 1983. *In Library and Information Studies.* Dissertation title: *The concept of the main entry as found in Panizzi, Jewett, Cutter and Lubetzky.*

Master of Library Science (MLS), University of California, Berkeley, 1965.

Graduate work in philosophy, University of California, Berkeley, 1961-1963. (No degree.)

Bachelor of Arts (BA), Rutgers University, Newark College of Arts and Science, Newark, NJ, 1961. Philosophy major.

IX. PERSONAL INFORMATION

Married.

Four (4) children.

Hobbies: Watching movies; jazz buff and record/CD collector; amateur photographer

[as of August 2001]