ABSTRACT

This is a summary of the Library Collections Conservation Discussion Group (LCCDG). This submission includes a short history of all LCCDG meetings and more detailed summaries of LCCDG in 2000 and 2001. The topics for LCCDG in 2000 were technicians and statistics. In 2001 LCCDG took a tour of BelforUSA, an international disaster recovery vendor.

INTRODUCTION

In 2001 the Book and Paper Group Publications Committee discussed the need to document the events that occur at discussion group sessions at AIC annual meetings. The committee invited the co-chairs to begin documenting Library Collections Conservation Discussion Group (LCCDG) by publishing summaries of our discussion in the Book and Paper Group Annual. We were pleased to receive this invitation as we know that information about library collections conservation is often difficult to find. This is an opportunity to have information in print (and a bibliography of sorts).

When asked to document LCCDG discussions, we decided to take the time to include some LCCDG history and share information from discussions at the 2000 and 2001 AIC meetings. In later entries, we will simply report on the most recent meeting.

In discussing the history of LCCDG with former chairs, we felt it important to include many of the events outside of AIC that LCCDG has taken part in. One of the original missions of LCCDG was to communicate with the broader library community, including programs at the American Library Association (ALA) and lectures at other conferences. We all feel that promoting communication between librarians and conservators is an important role for LCCDG to play. For more information about LCCDG, please look at some of the sources listed below.

LCCDG is primarily a group of conservators and technicians who work in libraries and deal, at least in part, with general collections circulating material. Many of the problems we face are due to issues of use and wear of materials, as opposed to only the nature of the materials themselves.

A SHORT HISTORY OF LCCDG PROGRAMS

LCCDG met prior to 1992 at AIC annual meetings under the leadership of Robert Espinosa. In 1991 Randy Silverman and Maria Grandinette were nominated and accepted co-chairmanship of LCCDG; they served from 1991–1999. In 1999 Meg Brown and Ethel Hellman became co-chairs.

1992
Buffalo. LCCDG meeting: show and tell. Samples of general collections library conservation treatments were displayed and the group discussed treatment techniques appropriate to the conservation of general collections. Institutional profiles created for this display were published:


1993
Denver. LCCDG meeting: show and tell. This year was a continuation of the discussion of conservation techniques from 1992.


1994  


At the American Library Association (ALA) annual meeting Randy Silverman gave a short presentation to the Physical Quality & Treatment Discussion Group on “Options for Repair of Nineteenth-Century Books.” Randy Silverman gave a short presentation to the Curators & Conservators Discussion Group on “Preserving Physical Evidence in the Open Stacks.”

1995  


1996  
Norfolk. LCCDG meeting: “Blue-Skying LCCDG,” a discussion of future directions for LCCDG.


1997  
San Diego. LCCDG meeting: show and tell, including specific treatments for reinforcing spiral bindings, spine repairs, and board reattachment, followed by observations and discussion with Gillian Boal, David Brock, and Pam Spitzmueller.


1998  
Arlington. LCCDG meeting was a special session on “Connoisseurship and Preservation of Paperback Books” with papers by Mark Jaffe, Clark Evans, Colleen Strumbaugh, Peter Waters, Gary Frost, and Michael Waters, and presentations by Bob Strauss of Preservation Technologies and Fritz James of LBS.


1999  
St. Louis. LCCDG meeting: “Paper and Page Mends for General Collections Library Materials.” This included a presentation “Pressure-Sensitive Tapes: A Primer for General Collections Conservators” by Elissa O’Loughlin.

Meg Brown and Ethel Hellman became chairs of the Physical Quality and Treatment Discussion Group for ALA. At the ALA midwinter meeting in February they hosted “Disaster and After: the Book, the Contract and the
Vendor” with a panel of conservators and librarians who have dealt with past disasters. For the annual meeting in June they summarized the LCCDG meeting and had a further discussion of issues concerning mending in general collections.

2000


Meg Brown and Ethel Hellman chaired the Physical Quality and Treatment Discussion Group at the ALA midwinter meeting on the topic, “That Other Deacidification Treatment, Preservation Photocopies, and What about those ARL Stats Anyway???” At this meeting we looked at mass deacidification (the Zentrum für Buch-Erhaltung [ZfB] process), talked about preservation photocopying procedures and problems, and began our discussion about how ARL statistics are kept by different institutions. Meg Brown and Ethel Hellman planned the ALA program “Know Your Plastics.” This program, hosted by Meg Brown, featured lectures from Tom Edmondson (conservator) and Scott Williams (conservation scientist) and was an opportunity for members of the conservation community to teach librarians about the long-term issues related to plastics in library collections. This program was co-sponsored by AIC. (A summary of this session was published in Technical Services Quarterly; see reference below.) Also, Meg Brown and Ethel Hellman hosted the Physical Quality and Treatment Discussion Group including the following topics: “The Last Word” (Hal Erikson gave an overview of all of the various mass deacidification processes and their relative merits), a demonstration by Pinnacle Technology Inc. (dataloggers with internet capabilities), and “Statistics Keeping: Why and How,” a discussion defining statistics terminology and identifying inconsistencies in our record keeping; this included a summary of discussions from the LCCDG meeting in Philadelphia.


2001

Dallas. LCCDG meeting: tour of BelforUSA, an international disaster recovery vendor. A summary of this visit is appended below.

SUMMARIES

It is important to note that LCCDG is often a discussion forum. Information shared in summarizing these discussions is usually anecdotal in an attempt to share ideas and information that may be useful.

AIC Annual Meeting 2000, Philadelphia:


The Library Collections Conservation Discussion Group (LCCDG) met in Philadelphia in 2000 for an evening session. We began with a recap about heat-set tissue. The formulation of the adhesive originally used to make heat-set tissue has changed, and problems with blocking have been noted. Is anyone still making it in-house? Conservation legend says yes, it is being made at New York Public Library, at the Library of Congress, and at the Center for the Conservation of Artistic and Historic Artifacts (CCAHA). We were unable to verify these reports and recipes currently in use have not been forthcoming. Other comments made (but not confirmed) were that the Library of Congress and CCAHA still have a supply of tissue that was made years ago and they haven’t needed to make more, or they have old supplies of the original adhesive. It was stated that Paraloid B-72 is currently being used as a wetting agent for some heat set tissue recipes.

Because our first topic was conservation technicians, we invited Maria Grandinette to report on the progress of the AIC task force that is working on technician-related issues. The task force is examining what technicians do across all of the conservation specializations, defining what knowledge they need and what skills they should possess. After Maria spoke, LCCDG co-chairs Meg Brown and Ethel Hellman lead the discussion with the following questions:

- Where do you find technicians?
- If you advertise for a technician—what part of the newspaper do you advertise in?
- What kind of experience do you require from a person when you hire her/him?
- Do you prefer hiring “artsy” people with hand skills or worker bees (i.e. art/aesthetics vs. speed)?
- Do your technicians order supplies?
- Where do you draw the line, if you do, between a technician and a conservator?

Discussion highlights

Hiring tips

When hiring a new technician, references need to be taken very seriously. You should understand probation rules in order to weed out an unsuitable hire early on (it may be very difficult to do so at a later date). It was suggested that other staff should be included in the interview process. Many people commented that their human resources office had helped them to word questions in interviews to elicit the information they needed.
What do you do with a slow or difficult technician?

If you have a technician who is difficult, you could give them some of the less “fun” jobs (like cleaning mold, large encapsulation projects, etc.) and offer more “fun” jobs as a bonus when they do a good job. This technique might work to encourage a difficult technician to work harder, or to choose to take a different job. Another suggestion was to consider fitting tasks to a particular technician. Someone who seems difficult might be happier and better at a different task. When we discussed management issues, the group agreed that we need more training in developing interviewing skills and in managing staff.

Do you give dexterity tests at interviews?

For many people these tests are not about dexterity as much as they are about how the interviewee reacts to instructions. Do they pay attention? Do they ask questions? Do they ask too many questions? Do they mimic what I do? Where do they put a dirty brush? on the bench? out of reach? Etc.

Where do you find good technicians?

Someone suggested having brown-bag lunches where you display and discuss book structures; this might interest other employees in the institution to apply for jobs when they come open. (Brown bags also keep conservation in the eye of the rest of the institution.)

Do technicians sort materials in the lab?

Most members answered yes.

Do you tell your technicians why they are doing something?

All said yes.

Do you send your technicians to workshops?

Many members said yes; many members said they bring someone in to teach.

What type of training do you offer?

Answers included: the New England Guild of Book Workers training (if you sponsor a guild workshop, people in your institution can go for free); the Kress Foundation sometimes offers scholarships for training. Some institutions give technicians release time to go to the Guild of Book Workers Standards of Excellence Seminar, or to the AIC annual meeting. Most institutions will not pay for travel and expenses.

Because of the large interest in this topic we followed up on this discussion by putting a post on the Conservation Distribution List:

August 4, 2001: At a recent Library Collections Conservation Discussion Group (LCCDG) meeting (at AIC in Philadelphia) we discussed issues concerning technicians. One of the topics that was raised was what questions people asked technician candidates at interviews, and also what questions they ask references they call about these candidates. Many suggestions were given and the group was interested in making a complete list of questions. Because many of us have our own lists, and there may be duplications, and we don’t want to clutter the DistList, I would be happy to compile entries and share the compiled list with all (I will keep institutions confidential in case anyone is uncomfortable about that). Please send your questions to me: mbrown@ukans.edu. We were also interested in what types of dexterity testing people might do at interviews and would welcome suggestions in that area.

We received a total of twelve responses to the question about interviewing technicians. Of the twelve responses, over half were from people requesting a report on the information received.

Many responses about dexterity tests were taken from Conservation Treatment Procedures, by Carolyn Clark Morrow and Carole Dyal (1986), in the appendix “Dexterity Tests.” We will not repeat the variations of dexterity tests based on the Morrow and Dyal book but the following are some unique suggestions received:

1. Cover a square box with paper using only a glue stick (but respondent found no correspondence to how they did this and their later performance)….  
2. Follow written instructions for fabricating a little paper enclosure  
3. Unfold and refold an automobile map  
4. Requires applicants to send in one book with three types of repair before the interview (a paper repair, a group of 8-10 pages tipped in, and a reback or recase). The candidate is asked to describe the steps performed and the materials, supplies, and tools used in the three types of repair.  
5. Introduce a hypothetical scenario in which the interviewer has already pasted out a spine and found that the spine lining did not fit. Give the interviewee a box with scraps of paper and ask them to choose a strip from which they could cut a cover for a 9 x 1-3/4" spine. How accurately do they estimate the required size? Ask the interviewee to cut the spine piece free hand. Measure the result, checking for size and evenness of the piece.  
6. Candidates are asked to carry out four tasks: to perform a simple paper repair, to apply a hinge to an item, to hinge an item to a support sheet, and to package a set of sheets. They are given written instructions and any questions must be dealt with before they start. They are given a choice of adhesives and papers for repair and are asked to write down comments.

Other respondents commented on where to find students or staff:

1. Art, art history, and associated programs.  
2. One large public library requires (for an entry level position) two years of experience in hand bookbinding, book repair, and conservation of books or an equivalent combination of course work and/or experience in an apprenticeship/internship.
3. Recognize potential in previous experience.

We hired a woman who cooked for families who were too busy to cook for themselves (two career families). She purchased, prepared, and froze the meals for her clients. She is a very creative person, agile, and a good mind and eye for detail and could “see” the end product. She was one of the easiest persons to train, learning at a faster rate than most. Not only that, but she was up to production speed very quickly.

Other questions asked at interviews:

• What is your academic background? (looking for a field with attention to detail such as engineering or math or other exact sciences)
• Tell us about your work experience up to now. What have you agreed with the change?
• How will you deal with rather monotonous, repetitive practical work?
• Would you rather be a member of an outstanding team, or on a team of outstanding individuals?
• What qualities do you think make a good book repairer?
• What hand skills do you have and how have you used them?
• What do you like/dislike about previous experience?
• What is your hobby?
• What is your academic background?
• What have you done in your previous work to contribute towards team work?
• What attracts you to this work, why are you interested in this position?
• What gives you for this work? Why should we hire you for this work? What would you be able to bring to the job?
• What do you think you could make a good book repairer?
•What do you think is important in previous experience?
• What do you think is important in previous experience?
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