

## Werk

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## **LIBER'S New Structures**

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1. The Task Force established at the LIBER General Assembly in Lisbon in 1993 proposed the following revised structure for LIBER. Its recommendations follow the proposals laid before the General Assembly in Lisbon, and accepted as the basis for revising the structure.
2. The overall structure is set out in the accompanying diagram.
3. The main changes proposed are that LIBER should establish four Professional Divisions to promote and strengthen the professional work of LIBER and encourage full participation of the membership by providing focussed programmes of activity. This proposal seeks to bring the structure in line with the intention that LIBER should be responsive to change in professional work and be a more professionally organised association.
4. The four divisions proposed are:
  - (a) The Division of Access. The primary function of this Division is to develop and improve access to the collection in European Research Libraries, both by making the collections better known and by promoting the application of new technology to improve remote access to materials and knowledge of the collections through network access to catalogues. The Division will also seek to enable easier access to the Libraries themselves by visiting scholars and research workers. Its work will also include improving bibliographical control.
  - (b) The Division of Collection Development. The primary function of this Division is to promote the growth and development of research collections in all subjects; conventional printed materials, electronic and audio visual materials, manuscripts, maps and special materials would be covered.

The Division will support and develop cooperative collection

development concepts and promote the development of retention policies for material required by research libraries. Its work will include dealing with acquisition problems relating to the cost of acquisition, serial prices etc.

- (c) The Division of preservation. The Division's primary concerns will be the development of preservation policies for materials in European research libraries, improving technical knowledge and the promotion of conservation skills, and dealing with such issues as the creation of surrogate texts, microfilming and digitisation of texts for preservation purposes.
  - (d) The Division of Library Management and Administration. The Division's main functions will be to further good library management practice, and develop and improve the administrative infrastructure for European research libraries. Its concerns will include: personnel, training and qualifications; financial management; statistical work; planning and strategic planning in libraries; buildings and architecture; furniture and fittings; automation.
5. The Division may choose to create Expert Committees analogous to the present LIBER Working Groups, to provide advice and guidance in specific areas of professional activity, eg Library Architecture, Automation, Maps, Rare Books and Manuscripts. Each Expert Committee would be responsible to one of the Divisions, and would be required to plan its programme of work with the approval of the Divisional Committee. It is expected that the Expert Committees would hold seminars and open meetings to encourage full and wide participation across the professional range of the staff of LIBER institutions.
  6. The Divisions would develop programmes of work, and report on work accomplished to the Annual General Assembly. It is thought that the Divisions will play an essential role in planning the major conferences of LIBER.
  7. The Executive Board will remain as the principal executive committee of LIBER with ultimate responsibility to the Assembly for the proper conduct of the Association's affairs. Its membership will be modified to reflect the changed structure and to ensure Divisional representation on the Board. The Executive Board will have the power to create Standing Committees, for example for Publications, and for the planning of the Annual Conference. It will also have the power to create Task Forces to deal with specific issues over a short period of time.

8. The overall intention is to seek to create greater participation by all levels of professional staff in European Research Libraries in the work of LIBER, and to create a sharper focus for the main areas of LIBER activity. The structure also seeks to incorporate the work of the present Groups, to allow them a continuing degree of freedom in the development of open meetings, whilst seeking to ensure that they are fully responsible to LIBER in their work.
9. The structure provides for a responsible democratic government of the various sections, Divisions and the Board by imposing firmer regulation of elections and by ensuring a regular change of Committee members within a sensible level of continuity.
10. The Divisions will be managed by Divisional Committees. Each Divisional Committee will comprise a Chairman elected by the Assembly, and a Secretary and three ordinary members of Committee elected by the members of the Division.

The 4 Chairmen will serve on the Executive Board which will have 11 members in all: the President and Vice President elected by the Assembly, the Past President, the 4 Chairmen of Divisions and 4 ordinary members all elected by the Assembly. The Board will elect the Treasurer and Secretary from among its members.

The Expert Committees will be administered by a Chairman, Secretary and three other members of the Division under which they operate, elected by members of that Division.
11. The Statutes have been revised to take account of the new structures, and the opportunity has also been taken to make their purpose clearer and their meaning less open to interpretation. The revisions have been made to the original English version of the Statutes, taking account of other revisions introduced in recent years.
12. (I) Articles 2 and 3 have been substantially revised, and now follow the text of the membership brochure which itself was recently revised to reflect the work of LIBER as we currently see it.

(II) In Article 4 we have deleted the concept of Group membership. The establishment of Expert Committees as we propose covers the old Working Groups of LIBER. We do not believe these Expert Committees should have membership from outside LIBER, other than a small number of co-opted members (two), who are co-opted because of their special expertise. (The Statute establishing Expert Committee is Article 19). The intention is to ensure that the Expert Committees are fully controlled by

LIBER, and are run exclusively by its members, with responsibility to the General Assembly through the Divisions. This does not prevent the Expert Committees organising seminars, meetings and workshops to which non-members of LIBER are invited. We believe that we should seek to invite institutions which have supported the work of the Groups, but which are not members of LIBER, to become members of LIBER.

- (III) In Article 6.2 we continue to make provision for membership fees to be paid through a subscription agent; but we consider that when membership fees are set, care should be taken to ensure that the element raised as the subscription to the Journal should be separable from the fee itself.
- (IV) In Article 11, we have sought to introduce through Clauses 11.2 to 11.6 a formal procedure which must be followed in respect of the announcement of the General Assembly and its Agenda, and in procedures for election. The procedures imply a greater formality in these matters.
- (V) In Article 12 we have established that the Auditors are not members of the Executive Board. The major structural changes are reflected in Chapter 4, Administration and Operation. Articles 9-19 cover the new structure.
- (VI) In Article 21.2 we have sought to ensure that good notice is given of proposals to change the constitution.

LIBER: REVISED ORGANISATIONAL STRUCTURE