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This interview was conducted with Diane C. Parker on May 17, 2016 at Western Libraries Special Collections, Bellingham, Washington. The interviewer is Tamara Belts.

TB: Today is Tuesday, May 17, 2016. My name is Tamara Belts, and I'm here with Diane Parker, who is a former Director of Libraries (WVU). She was the director from 1984 to 1994, she retired January 1, 2005.

DCP: My last day was December 31, 2004.

TB: 2004. So we're going to do her oral history.

DCP: When my husband, Manfred, and I were looking for a place to retire someday in the West, we happened to find a lot that we liked at Birch Bay, Washington, and we hoped that someday we would be able to retire there, or perhaps have a weekend home if we were lucky. So when I saw the

advertisement in *College & Research Library News* for Director of Wilson Library, I thought that was too good to be true, and I almost didn't apply. But a friend of mine said, "Look at it this way Diane, maybe it was meant to be. And besides, they're the ones who will say yes or no." So I applied and I ended up being offered the position and accepted it.

For the most part, the problems that academic libraries were having at that time were applicable to Western too, things like collections that were growing too big for the shelving that they had, acquisitions that were increasingly being devoted to journals and not very many books, outgrowing their facilities, and all the kinds of things you would expect to be normal.

But there were things that were a bit unusual, starting right with the advertisement for the position. What people applying for directors' positions in those days expected or needed was a place in the administrative structure of the university. There are a lot of deans. There are a lot of department chairpersons. There's only one head of the library. And it's not always easy to fit them in. One of the common ways that was being used was to count librarians as faculty and the head of the library as a dean and include that person

in the campus administrative structure. It's a critical point because if you're not part of the structure, you're structured out. You don't get information and you don't contribute information. And there's no two-way street or dialogue going on. When I read the advertisement for the Director of Wilson Library, there was an oddity in the sense that the person needed an appropriate graduate degree. It didn't say they needed an MLS, as the staff here at Western had hoped, but it did say an appropriate graduate degree. And that was a big red flag for me because I understood instantly that they may have had somebody in charge of the library who was not trained as a librarian. But at the same time, they said that the library director reports to the provost and is a member of the Deans' Council, and that was critical. It was a signal, a green flag, that it might be possible to do a good job at Western.

When I arrived in July, 1984, the person who hired me, Jim Talbot, was no longer Provost. I started work on July 1. My new boss also started work on July 1. His name was Paul Ford, and I had not previously met him, nor had he had any opportunity to get a feel for me.

I remember when I first arrived I started just simply walking around the library and sitting with people and listening to them talk about themselves and their jobs and so forth, and doing the normal things that people would do to get acquainted. And at the same time I wondered when I would be invited to a meeting of the Deans' Council.

After about a month, Paul Ford called me and invited me out to lunch. I can't remember where we went, somewhere in Fairhaven, and he informed me that he was reorganizing the Deans' Council and that I as head of the library, Mel Davidson as head of Computing, Mary Robinson as head of Extended Education [Associate Vice President for Academic Affairs, Affirmative Action/Staff Training Office] and Gene Omev as Registrar, would no longer be members. So instantly that connection I had hoped to have with the university was severed. And for me it was a double whammy because the other three people I mentioned were long-time members of the staff here at Western, and they had connections and they knew people, and they knew who to go to. I didn't. And at the same time, also, I had a group of librarians who were members of the faculty and the others did not. The others didn't have to worry about evaluations and performance reviews and all those sorts of things.

So it was a special problem for me right away. At lunch with Paul Ford, I had asked, "Will there be some sort of other administrative group, so that we can get the information we need, and so forth?" And he said, "Oh by all means, we'll do something of that sort." Over the three years he was Vice President for Academic Affairs, he made one or two attempts, which never did take, and sort of fell apart. So this became an increasing worry to me because there were some important issues that needed to be worked on, and I knew the campus would be anxious about them. There was just no opportunity to engage with the university.

So in November, 1984, I went to Paul and told him that I was concerned about some things. And he said, "What's that?" And I said, "Well, I'm concerned that I'm a senior administrator here at Western." And he said, "Yes, that's right." And I said, "But I'm not a member of the administration." And he looked at me and he said, "What do you mean?" And I explained. And he said, "Oh." And he suggested that I start attending meetings of the University Planning Council, which was a Faculty Senate group, and he

recommended that I attend meetings of the Board of Trustees, which at that point in time were open to members of the university community.

And I asked, “Are we allowed to attend board meetings?” And he said, “Well, President Ross really appreciates people taking a serious interest in what’s going on in the university.” And at that point in time, all the deans did attend if they were in town. And he said, “Maybe we’ll try you again on the Deans’ Council and see how that goes.” So I was allowed to attend a few meetings. Then one day Gene Omev, the Registrar, came up to me in the hallway in Old Main and said, “I hear you’re attending deans’ meetings. Is that right?” And I said, “Well, um...er...uh...only when there are faculty issues involved because I have faculty to work with.” And he said, “Oh.” And I walked away thinking, I have a funny feeling that’s going to be the last of the deans’ meetings that I attend. And that was pretty much right during Paul’s administration, which lasted three years. He was not the provost at that point. He was Vice President for Academic Affairs only with no university wide type of responsibilities.

So I kind of struggled along, finding cracks and niches where I could get information and distribute information and accidentally run into the deans. That first year in the library, we worked hard on some bigger issues. The matter of space; I had said during my interview that I didn’t think Western was the kind of institution that should have remote storage. I had come from an institution, SUNY at Buffalo, that had 96 Ph.D. programs, and we definitely did have storage. But it worked there because the material was so esoteric. The material here at Western was not.

One project we undertook to get things going was removing duplicate copies of books from the shelves. The State at that point did not allow us to sell them. We had to destroy them. So we did. And that created a ruckus on campus because people were worried that we were, in a sense, burning books, even though we still had copies on the shelves. It raised some concern with people who were in the Recycle Center who were watching all this paper material come through. That was such a ruckus that we got the State Attorney General’s Office involved and eventually changed the state law so that we could sell materials.

In terms of the acquisitions budget, I had a pithy note from the chair of the History Department, who was then Larry DeLorme. He said, “Can you tell us how much money you spend on history material and how that compares to others and why?” And I said, “No, I can’t. But here are the steps we are going to take so we can answer that question. We’re going to first revise our acquisition system so we can identify how much we’re spending on history or biology or anything else. And we’ll also then take some steps to see what results we have and what’s being spent on each discipline.”

It took us a year to revise the acquisition system. So we were into the second year when we started looking at the how and why, and that led to the formation of the Library Acquisitions Advisory Committee, later known as the Library Advisory Committee,¹ originally chaired by Dennis Catrell from the Theater Department, and consisting of some fairly high-powered members from the faculty around

¹ Note: The Committee’s first name was LAAC. The second year its charge was broadened and so it was called LAC.

campus. It was a serious question because we had gotten to the point where all of our acquisitions budget was going to journals with almost no money for books left, and we were headed for the cliffs fast.

This has been a standard problem for a whole lot of academic libraries with publication costs going up and inflation. Originally the State of Washington was willing to give extra money for library acquisitions, and then they got to the point where they figured out that publishers at least seemed to be gouging the market, because there was a cycle driving that. Faculty wanted to publish. They wanted to read each others publications, and it was a market that was almost insured. So eventually, the state turned the faucet off and stopped giving any additional money for that and said if the universities wanted to carve it out of their general budget, that was up to them. But the state was not going to accommodate these publishers' needs. So the kinds of pressures we were under were shared by everybody and had some very large implications.

Let's see. We were dealing with space issues, which entailed getting compact shelving, shifting collections, removing duplicate copies, and eventually as time passed by the prospect of moving into expansion space in Haggard Hall. It was 1993. We hired a library consultant, whose name I don't remember right now, but he was --

TB: Phil [Philip Leighton]?

DCP: -- kind of abrasive. I remember him being lean and mean, but he had some really good ideas that were helpful to us. And eventually that expansion was completed by Judith Segal, who became University Librarian in 1996.

TB: We moved into Haggard in 1999.

DCP: Yes. In any case, there were -- there were pleasures and problems, and the problems were pretty normal for an academic library. And of course we were all moving gradually towards automation. When I first came to Western in 1984, the library was in a curious place, in terms of automation. We had an automated circulation system, which had been adopted and planned quite early. It was based on a punch card system, and that was very unusual. So in that sense, Western was a very early adopter. However they were an angry adopter because the system cost a lot of money, and they were not happy about that. In terms of word processing, there was a big word processing console in the director's office.

TB: Tarbell.

DCP: Tarbell, yes.

There was one dumb terminal (Texas Instruments "silent 700") in a room adjacent to that. The education and science librarians used it, but hardly anybody else. So in a sense, we had been both an early adopter but also a behinder, because a lot of libraries were moving into the online catalog environment. And it pretty much took ten years to convince the administration and campus here at Western that we needed to automate the library. One of the last things I did as director and one of the most satisfying, was to sign the contract with Triple-I [Innovative Interfaces Inc.], and then it was left to Marian Alexander, as Acting

Director, to implement it. But it took ten years of hard work to convince anybody that this was the direction we needed to go.

I'm going to come back to the question of the director's position. When I interviewed on campus, I remember sitting with Dr. Lawyer, my predecessor, in his office, and he told me about his experience as director. He had come from the English Department. He did not have an MLS or training in librarianship, but he had a passion for acquisitions. And he said when he was asked to take over the position, he made it contingent on a substantial increase to the acquisitions budget. And once that was done, he told me he didn't have any other ideas about what to do. So he did the most sensible thing he could think of, which was just to hire two men who did have ideas about what to do. And one of them was Bob Cross, who was in charge of public services, and the other was Dan Mather, who was in charge of technical services. And he pretty much left the running of the library to them.

His secretary, Marilyn Desmul, once told me that he had a very regimented work pattern. He would come to work by 8 o'clock in the morning, spend the morning dealing with issues having to do with the library or media services or university records, go home for lunch, come back in the afternoon and work on his English literature material. And he did this quite consistently, taking care of business. There wasn't much change. There definitely was an increase in the library acquisitions budget, which was about 40% of the whole budget. That's unusually high. So he accomplished what he intended to do. It's just that he didn't have any particular idea about what he wanted to do next, and he loathed automation. So, the library was pretty static at that point.

We started to seek feedback too. We created a library comments book, which was a lot of fun in some ways. It became a little bit scatological, so we switched to card format, which we could edit a little more easily. But it was one way of getting feedback from our clientele. As Dr. Lawyer said to me, "I'm out of ideas. Maybe you have some." And I figured I did.

Another person who was really helpful to me in terms of getting used to the campus was Don Cole, who was the Vice President for Business and Finance. I had agreed to chair a committee to hire a new personnel director, and that meant I was working with Don quite closely. He was really helpful in terms of clueing me into some of the cultural differences and practices at Western.

To give one example, when I first came, Dr. Lawyer had told me that there was money in the budget for the coming year's salary increase for librarians, as faculty members. I came when the fiscal year started July 1, so the budget was in flux a bit. And when I asked Dr. Ford if the librarians were going to get a salary increase, he said, "No, that money had disappeared". And I said, "Well, but it's here in writing." And he looked at me and said, "Oh that's unusual. Most gentlemen's agreements aren't, and here at Western we conduct business by gentlemen's agreement." And I walked away from that meeting thinking, I guess one gentleman's word doesn't bind another gentleman. But this was so different from what I was used to at SUNY Buffalo, which ran on a much more business-like basis. And gradually I began to appreciate that the university was in a time warp when it came to certain customs and practices, much as Bellingham itself was in a time warp, back about 10-20 years. It took me a very long time to get used to that.

I remember one year, this must have been about three or four years into my tenure, the deans did come to a meeting in the library. And at the end of the meeting, one of the deans pulled me aside and said, "You know, Diane, in the same sense that I'm in charge of an unpopular college, you're working in a highly sexist environment. You have to get used to it." And I walked away thinking, "Sexist environment? Oh, I thought they were just being rude." But I began to appreciate that probably there was a differential for me because I had become very used, at SUNY Buffalo, to a business-like way of approaching things, and that was not how it happened here at Western.

About two years into my tenure, I was still after some sort of change -- some better way to interact with the campus. I even went to talk with President Ross about that. He listened to what I had to say and chatted with me, and then at the end recommended that I invite the deans to tea occasionally. (Laughter) I nodded, and after that I thought, "They'd rather have bourbon." (Laughter)

And I realized, that was not going to work either. So I was left with the University Planning Council, whatever work I could do with the deans individually, and the Board of Trustees meetings. Those were very useful because at least it brought me to physical proximity with people who made a difference, and you could talk with more than one at the same time.

Universities are very oriented toward working in groups. When you're structured out, the unit you represent is disenfranchised, and you've got to struggle as much as you can to come up to the place where everybody else starts. It takes a lot of energy. And it's a form of discrimination, which I came to understand is called 'structured discrimination.' It's nothing personal. It's just that you're not part of the structure, and nobody's going to make an extra effort to make you part of the structure. And you can't very well call your boss every week and say, Is there something that you should tell me that you haven't? (Laughter) It just doesn't work very well.

Nevertheless, I got by, and in the fall of 1987 there was a dreadful airplane accident, which killed President Ross, Don Cole, who had been such a good friend to me, and Jeanene DeLille, Director of the WWU Foundation, and the pilot. I remember Al Froderberg being Acting Vice President for Academic Affairs, and then being called to be Acting President. He once told me, "It's going to take us three years to dig out of this. We've got to recruit a president, and then he's got to be hired, and then he'll need to hire a provost, and so forth. It's going to be a long haul." And we all agreed to do our best and keep paddling our boats in a good direction. And eventually, Dr. Mortimer was hired as president. He came to Western in September, 1988.

TB: Just one quick question, maybe.

DCP: Certainly.

TB: How often did you meet with Paul Ford as Vice President for Academic Affairs?² Was it a monthly or just not really at all?

² NOTE: Provost Jim Talbot had more power than Paul Ford.]

DCP: Ad hoc.

TB: Okay.

DCP: And as the occasion called. So, probably once every two or three months.

TB: Okay, so you really were out.

DCP: Yes, yes. I was -- well, it turns out, it was going to get worse.

TB: Okay.

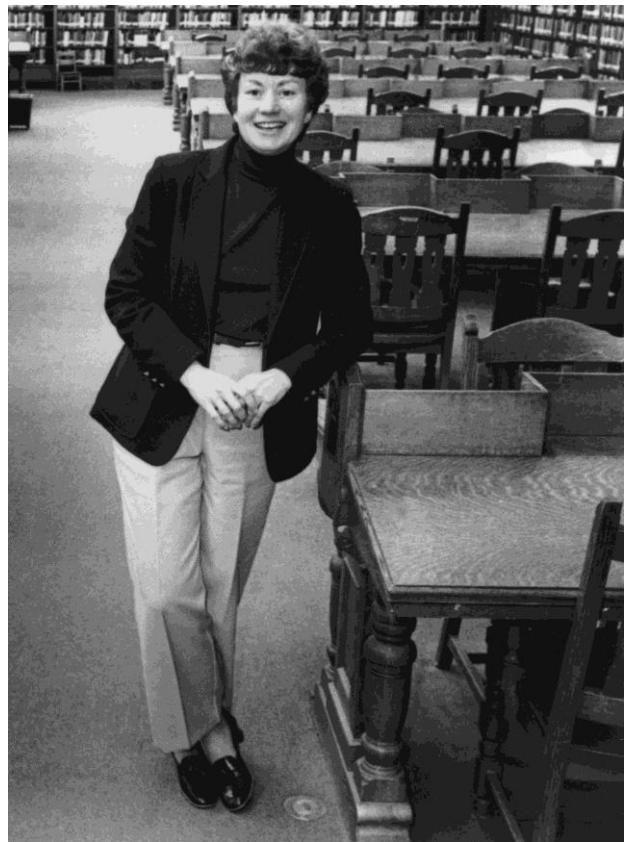
DCP: Paul Ford was my boss for the first three years I was here. And then over the next seven years, and I'm speaking out here as director and focusing on that ten year period (1984-1994). Over that next seven-year period, I had eight more bosses. And when you don't meet regularly as part of a group, you don't have much audience. And if you are capable enough to paddle your own boat, that's what they ask you to do. You don't see each other casually or conversationally at all.

Let me give you an example of a kind of problem that can create. There had been an announcement that we would conduct a merit raise review for faculty, and I went ahead and did that, not knowing the exercise had been cancelled. And at the time I thought, "Why isn't my faculty lynching me at this point?" (Laughter)

TB: Yes.

DCP: So, a year or two later, another merit review exercise was to happen, but this time I was smart enough to go to Al Froderberg and say, "Are we actually going to do this and should I begin?" And he paused and he said, "Yes, I think you should go ahead and do the review." Which I did, which was cancelled. So that was another time when because I was not part of the structure, that I didn't get critical information.

And here's a third example, I was coming out of the university bookstore one day and I happened to run into John Havland who was the Budget Officer for Academic Affairs, and John started to talk about the merit review that was going on. And I said, "What merit review?" And he looked at me and he said, "Oh, you need to be involved too, don't you?" And that's how we actually ended up doing a merit review when it was actually



happening and some of the librarians could benefit. But if I were a member of the library faculty watching this, I would not be very impressed by the Director's performance.

Anyhow, Dr. Mortimer came to campus, and he had his own way of doing things. And unlike Dr. Ross, he did not appreciate having members of the university community at board meetings. And some of us got the memo, so to speak, very quickly that we should not show up. At the first board meeting we all showed up as usual, and he was not happy. At the second board meeting, only one dean showed up, and the rest of us had figured out we shouldn't be there. So that avenue of information, which had been really important to me, was gone.

And a couple other avenues also, likewise, were gone. Under Sam Kelly, who had been acting provost, I actually got to attend some deans' meetings. As soon as President Mortimer came, that disappeared. Not immediately. I remember one meeting when Dr. Mortimer called together all the directors and deans and administrators from academic affairs, and he was talking to the group and at some point he said, "Now here's what I want from you boys."

And I looked around me, and every man in that group was leaning forward and had very attentive and wide open eyes. The term "boys" is very galvanizing. And that's when I kind of sat back and started counting. Out of 26 people, I was the only woman in the room. And I debated whether or not to say something to the president, and then I decided, no, just keep your mouth shut. Later on he was to do that in an open forum, so it might have been a good idea if I had spoken up, but I didn't. One doesn't want to scold the president.

Basically, and at the same time, I had become very familiar with the University Planning Council. Always they would invite me to express my opinion, and I would do so. Well, I became an unofficial quasi member, and when they recognized that, they got uncomfortable with it and asked me not to come again. And I don't blame them because there is a proper decorum, and I was not an official member, even though I had gone often enough that they invited me to sit at the table and speak. It was still not the right thing, so I had no quarrel with them.

But when Dr. Mortimer came, all of my information sources just froze up and went away. And I remember there was this one period of about seven months when I was running the library on the basis of what I read in *FAST* every week. *FAST* was the campus newsletter that was read by all staff. After a while, I discussed the problem with my boss, Provost Sam Kelly. He got back to me and told me that he and the president had talked about the situation for ten minutes and concluded that there was nothing that needed to be changed. And that was it.

At some point I began to talk carefully about the problems. I'd looked around campus and thought, "Are there some allies who can help me?" And then I realized, no, it really was a gentlemen's club, the way it was run. And women who raised a ruckus, I noticed, didn't last very long. And I just decided, you know, keep paddling your boat and look for opportunities, but don't look for allies. In part, because as John Havland once said, "Western is like a spider web. You pluck on one thread and it reverberates all over. There's nothing private."

So I didn't discuss these issues with anybody, except my bosses—Dr. Ford, President Ross and Dr. Kelly. Meanwhile, we were going through a period of recovery and still trying to move along with normal business. We were getting our acquisitions budget properly spent and getting our staff resources put where they needed to be. One of the things I discovered when I came to Western and talked to everybody was that we had at least two employees who had retired on the job. I needed to do something about that, which I did. And I needed to work with the, oh I can't remember the name now. It was the heads of libraries from Washington's public universities, meaning Western, Eastern, Central, Evergreen, WSU, and UW.

TB: [Inter-institutional Council of Chief Librarians].

DCP: Yes, ICCL. It was a good group, but I also did not talk to them either because I don't believe in telling tales out of school. But it was nice to be with people who were having more normal experiences dealing with and trying to optimize service and keep things going.

Somewhere along the way, after about three years, I began to very cautiously talk about some of these difficulties with our own library administration, and Marian Alexander was one of those few persons. And I remember her saying to me, "Well, as everybody would know, Diane, you would have all of this carefully documented." And I just nodded my head, thinking, Oh damn, I haven't been doing that and I should.

When I came to Western I had been working at a Ph.D. program at Case Western Reserve University. I had everything done except the dissertation, and I even got the first draft of the dissertation done. But doing that and working long hours did not leave me much time for documenting my problems. But I thought, Okay, she's right and I need to do that. I also talked to Mary Robinson, who was head of personnel at that time, I asked, "What do I do about this?"

At some point, you know, an episode would come up -- Oh, let me tell you a side story. I went to a meeting in Old Main one time, and it included administrators that I knew pretty well at that point, and one of them pulled me aside later and said, "Can I talk to you for a minute?" And I said, "Sure." And he said, "I just wanted to tell you I'm so sorry about the way you were treated in that meeting." And I was surprised because I hadn't noticed that I was badly treated. It was pretty reasonable compared to some other things. And then he said, "Diane, I want you to understand, it's not because you're a woman. It's because you're a librarian." And I just smiled, and he said, "Are you okay?" And I said, "Yes, I'm fine, don't worry." And I went away so angry, just furious. It was kind of like, well I know we get discriminated against because we're women, but because I'm a librarian?

And that's the first time I appreciated that I was actually a double minority on this campus. The funny thing about double minorities is that when crap comes your way, you don't know why. Is it because you're a woman or because you're a librarian or because they just don't like you? It can be hard to sort that out. I talked with Sandra Taylor, Vice President for Student Affairs, about that same problem and asked her, "What's it like to be both a black person and a woman? Can you tell?" And she said,

“Actually not. When stuff comes your way, you don’t know. Unless you know the person real well, you don’t really know what that’s about.” And I thought, well that’s interesting, and I dropped the subject.

So from time to time, things would happen and memos would go out with information I needed, and I wasn’t getting it, and I got so I would complain to the Personnel Department, and they would calm me down. And documentation was building, and I was spending evenings and weekends writing it, and it was building and building.

And after some point, I began to think, “I’ve been talking to the university lawyers. I think I might need a lawyer of my own.” And that’s when I found Deborah Garrett, who was really good. She had a reputation for being a very good attorney in the employment area. I told her what had happened, and she agreed to review the documentation. And then she said, “But, Diane, I want you to understand something very clearly. Do you realize that I may tell you, you have no case?” And I said, “Yes, that’s what I want to know. I just want some sense of the problem. I know how I’m viewing it, but how did somebody else view it.” And she said, “Well, very well. But do you realize also that I may tell you that you have a case but not one that could be prosecuted?” And I said, “No, I didn’t realize that, but I would be interested in knowing that also.” Her take on the whole thing is that I had a very complex case that could be prosecuted, which is not where I wanted to go at all.

As the years had passed, there had been so much turnover that few performance reviews were done for me as an administrator. In format, they were brief interviews with my current boss summarized in a one or two page memo that was brief but mostly positive.. There was one exception. I had been hired as an administrator, not as a faculty member. About seven years later I went through the extensive process of switching to faculty status. If you’re going to be an administrator over faculty, as are the deans, you’d better be a faculty member also. When Dr. Mortimer was president, we went through the process of reviewing me for a faculty position. I ended up being a tenured full professor, and now a professor emeritus. But I hadn’t been hired that way. If I had understood the situation better, I wouldn’t have done that. And subsequently, future heads of the library were hired as faculty with tenure. It just works better.

In the spring of 1994, my bosses conducted an extensive performance review, which was done anonymously, and included comments. The same ‘new process’ was used for one of the deans This process was intended to protect the confidentiality of the respondents. I decided there was no point in being anxious because the library had had both failures and successes. I’m just surprised I lasted as long as I did to tell you the truth. I expected comments to be a mixed bag. . Oh, there must have been about 30 pages of comments, which I was not permitted to read.

TB: Wow.

DCP: And simultaneously, the dean whom was also being reviewed using the same method, and he was not being allowed to read comments either. Both of us had our jobs on the line. I really took exception to being judged on something I wasn’t permitted to read, and my attorney wrote a letter at that point. And I got to read it. Well, interestingly enough, I could identify almost every quote that was in there because I’d been reading people’s memos and whatnot for ten years. I knew how they speak. I knew their choice

of words, their phrasing, and so forth. So for about 95% of the material, I could go through and say, Oh, that's so-and-so, oh, that's so-and-so, oh, that's so-and-so. Oh damn, he's doing that again. And it was a curious mixture of some comments that I found valuable, some I found pleasing, pleasant, compliments, and some I found just so unethical, it was incredible, because people had been working their own agendas and falsifying information. And I thought, Well, boy, this is going to be a problem, because if I were the provost or the president reading this, I wouldn't be able to sort out what was real and what was not real. But I was to meet with the provost to discuss the performance review. He showed it to the president while I was seated in her waiting room. She spent about ten minutes with the material and concluded that the situation could not be retrieved and that I needed to vacate the position. The provost escorted me to his office where I was invited to write something for *FAST*, explaining that I had made a decision to step down.

TB: The classic.

DCP: The classic Western approach.

TB: Yes.

DCP: And I decided, no, you don't get to do that. If you want to fire me, you fire me. But I'm not going to pretend that this is something other than it is... And what I was intent on at that point, we had made a lot of progress on a lot of things that needed to be done, and I had been the director for ten years, and that's a long tenure, and it could easily be time for a change. You know, I didn't have problems with that, but I'll be damned if I was going to vacate the position while these problems were still on the table and not being resolved. And I thought, you're not going to talk to me? You're not going to spend any time at all on all this mess? At that point I just simply refused -- well actually, to back up a little bit, In spring 1994 Larry DeLorme had asked one of his assistants to take me out to lunch and fire me. I refused to be fired over lunch and said, "We're dropping the subject now, and we're going to have a nice conversation, and then I'm going to call the provost and make an appointment to talk to him." And I said, "I report to him, and if I'm going to be fired, it's got to be by him, not somebody who takes me out to lunch." Beware of the lunches. (Laughter)

At that point, I had a huge file container of documentation about this, and I thought, You know, I think the university needs a chance to take this seriously. So I turned it all over to Larry DeLorme and I said, "I want you to look at this." And a couple months later he gave it back to me and said he was done with it. And then in August of 1994 -- by this time the attorneys were involved. And in August of 1994, I got a letter from the president, which fulfilled a legal requirement of notification. Larry asked me to call my faculty together and announce that I was stepping down and that Marian Alexander would be Acting Director, and I said, "There's a problem with that; all of the faculty but two people are going to be on vacation. How about if I call a staff meeting? We'll have everybody there, and then they can all hear the same story." And I don't know if you were there or not.

TB: I was.

DCP: But it was a congenial transfer as far as I'm concerned because I really trust Marian and the work she does, and that was not a problem. But I was left with this problem of the structure and a place for the head of the library in the midst of all of it. One thing I was just determined on was that the problem came up under my watch, and I was going to solve it, one way or another. So by August, the university had given me a letter. When I showed it to the attorney, she said, "They're basically saying, fish or cut bait. It's sort of like, you've exhausted your internal, required procedures, and what you do next is your business sort of thing." So I just looked at my attorney and I said, "Let's fish." And she said, "Well, there are four ways to do it. You can do it in a state court here in Bellingham either before a judge or a jury, or you can do it federal court in Seattle and before a judge or a jury." And I said, "I'm not going up against the university on its own territory. Let's go federal."

So we started the necessary steps. You've got to go through the Equal Employment Opportunity Commission route with the federal government, and that takes about a year, and I was on leave from the library at that point. I was working in Academic Computing, learning to write web pages, and the web was just coming online, and so there was work to be done there. And hanging out in Miller Hall. I told Marian, I think one of your problems is going to be what to do with the former director. And she said, "Surely not." And I said, "Well, I'm not going to get mad at anybody, because I understand what happened. But there are going to be some who are uncomfortable with me hanging around, so that's sort of why I was over in Miller Hall for a year, just to kind of give people some transition time. And for the EEOC thing to go through."

And then in the summer of 1995, we got permission to file in the federal court system, which I did. We got a date for a trial in November, 1996. We also at the same time got an order to see if we could resolve it in mediation, which is the route we started to take. Compulsory mediation was scheduled for early 1996. We settled in mediation and signed all the necessary papers on Valentine's day—February 14, 1996. I passed out the chocolate valentines I had brought with me. So we didn't go to trial after all.

The mediation attorney had not thought that it would be settled in mediation. And when it did get resolved, he said, "The only reason this got settled is because you wanted it settled." The reason I wanted it settled in mediation was because there were things I could get in mediation that were not allowable in court. In court, I could go for personal damages, but I couldn't go for change. I couldn't say to the university -- the head of the library has to be part of the university structure, and you have to stop beating that person up, and things of that sort.

So the settlement included agreement that the head of the library would be part of the Deans' Council. I'll come back to that in a minute. Remind me if I don't. And the title would be University Librarian, not director. I wanted dean, but I knew they weren't going to go for that. And I recognized that change has to take its time. That's how Judith Segal became University Librarian and a member of the Deans' Council. And a couple of other things, having to do with university policy and practice in the area of discrimination. I don't even recall what they are right now. And as I said, part of the agreement was all documentation would be destroyed, and I certainly destroyed mine, including that 30-page anonymous evaluation, which was not anonymous to me, but to everybody else. Oh, that was so funny.

And in terms of -- Oh, one of the things that happened as a shakeout was they changed the name of the Deans' Council. It was no longer the Deans' Council, it was the Provost's Council, and the provost got to decide who's on his council. So there had been a power struggle going on between the deans and the provost over all of this. Somebody once said to me, "You're quite a change agent, aren't you?" (Laughter) That's not what I intended, but, yes, I guess it worked out that way. And then it was Bèla Foltin, I believe, who got to wear the title dean for the first time.

TB: But not till later. I think he was hired as University Librarian. And before he left he was named Dean. Chris Cox was hired as a dean.

DCP: You're right. So it was a process. And as far as I can see, and from what I have seen, the first time it's truly implemented is with Mark Greenberg. In terms of it being real and comfortable. So the problem got solved, but it took 30 years, and a lawsuit.

TB: Yes, and ten years of your life, if not more --

DCP: Twelve actually (July 1, 1984 to February 14, 1996). Quite a bit of, quite a bit of my life. And some of my resources too, because I did get some small bits of money in the settlement, but when I figured the budget out one time, I had a net loss of \$19,000, with attorney fees and whatnot. And one of the things I figured out during the mediation sessions was, Oh my goodness, there's Deborah, my attorney, and me, and there's Wendy Bohlke, the university's attorney, and Larry DeLorme, but there are two other people who are at this table but not physically. One was President Morse, who was determined that I was not going to get any more university money. And the other was my husband, who was determined that he wanted the university embarrassed as publicly as possible. He would love to have seen a lawsuit go forward with articles in the newspaper in Seattle and so on and so on. I figured, if nothing else is possible, that's what we'll do, but I'd rather avoid it.

You know, why have all that embarrassment going around? So it took its toll in terms of stress, and it was hard to be dealing with that when you're dealing with a lot of other big things that are going on. To sum up, the settlement was complicated, and I don't remember a lot of the details. I do remember thinking, "How odd. Everyone got something they said they wanted. Only, they may not have gotten what they imagined." The graduate dean, what was his name, the geologist?

TB: Maury Schwartz.

DCP: Maury Schwartz once told me, "I think you have the second hardest job in the whole university, just after the president." And when it comes to big issues and support for faculty, research, and so on and so forth, yes, they're big, and it's complicated, and it's really, really hard to do when you can't give or receive information.

TB: It's fascinating, actually, that you weren't considered part of the administration or didn't have that avenue because in fact, you know, you think about commencement, who sits up on the podium? Which is supposed to be administration, key administrator players, and the library's always represented there.

DCP: Which I'm glad for. At least, it helps maintain the facade that you belong and you know what you're doing.

TB: Yes.

DCP: Oh dear.

I have to tell a funny story. I was reporting to Sam Kelly, who was provost, and you know he was tall and lean and dark complected, and my husband, Manfred, was short and lean and dark complected -- and we went to a reception once in the Viking Union, and Sam walks up to Manfred and says hello and so forth. And then he says, "Say, Manfred, how do you manage a strong woman like her?" (Laughter)

And Manfred used to say, "Of all the women I've ever known, you're the only one I never needed to manage." So Manfred was totally comfortable with the question. He took a step forward and he squared off his jaw, and he points his finger and says, "She's very logical, and when women are as logical as she is, you don't need to manage them. You can reason with them." And I thought, Ah, the men in my life.

There are funny things that happened along the way, and we got a lot done in those ten years. And then for me, the next ten years of time at Western were basically focused on doing whatever assignment I had at the time, and that included collection management oversight and helping with the business school when they had a vacancy there. At the very end I was working, well for the last few years, half-time, and at the very end half of that was on collection management and half on fundraising, so it was spread pretty thin, and I hope I made some reasonable contributions along the way. When I think of working at Western, my energy and thoughts go into the first ten years, so



TB: How do you manage though? Because it seems to me you could've been bitter, you could've been more angry, because you must have been angry. But yet you've continued to be such a big supporter of Western, of the Libraries, I think.

DCP: [Yes].

TB: You've worked in fundraising, so you've had to cultivate people and present a positive side of the university, so how did you --

DCP: Yes, how did I? Mary Robinson once said, "They never thought you'd actually file a lawsuit." And part of, even while I was doing that, I was contributing a thousand dollars a year to the Foundation, and this sort of thing, supporting scholarships. And maybe it's because I am logical. There was this problem that had to be solved. I have two things: enormous respect for higher education. My husband,

Manfred, who was a veterinarian, and I both benefitted from our education in a very big way. I wanted to share that with other people. And I had a very high regard for a lot of the people here at Western, the faculty, the students. But there was this worm in the apple, and I was after the worm.

TB: So to keep that, the two parts of it, you could focus --

DCP: I could run them parallel with each other, and I've talked with people who got angry with Western and you know, da-da-da-da-da, etc., when a supporter got mad. And to me there were two separate issues. I could even look at that lawsuit situation and say, We've got a serious problem, and it's detrimental to the university, and we are by hell going to get rid of it, one way or another. And if I have to go to court to do that, that's what I'll do. And I -- one of the things that seem to fool a couple of people, Larry DeLorme and Paul -- well Paul Ford figured it out. Years after Paul had left his position of vice president, a friend of his told me that Paul once said, "One of the things I really like about Diane is that underneath that gentle exterior is a fist of steel." He got it. (Laughter) He got it. Others eventually got it. (Laughter)

But, you know, I see no reason to get angry at people or berate them or whatever. And one of the answers to your question, I'm sure, is also based in my faith as a Christian; because -- do you know the prayer of St. Francis?

TB: [Yes].

DCP: "Lord, make me an instrument of your peace." I used to recite that to myself between the parking lot and the library. I used that as a daily discipline and reminder. I really was not here to hurt people or beat them up, for sure. Although some of the decisions I made along the way may have felt like that from time to time, but.

TB: Well, and you did have a commitment to being here, in the sense that you really wanted to end up in Birch Bay. So it wasn't really that you just came here for a job. You did come here because this was what was going to be your home. So you were not running away from it, it's like you are saying, "You're not going to chase me away from my home, this is my home." I mean, I can kind of see that dimension.

DCP: Yes, I would say that that was an accurate characterization. I could probably have retired and continued to live here, but not as certainly. And I liked the town, the university. It's a really interesting size. It's big enough to be interesting, but small enough that it's not totally overwhelming like the UW or WSU. So, yes.

TB: Any other thoughts about Morse in this, because it seems to me like as a woman, you know, a lot has been said about women who don't support other women, and it seems to me that if she would have at all looked at your paperwork, she might have realized how badly you'd been treated as well.

DCP: I had hoped that she might take that more seriously, but I got ten minutes of her time, looking at thirty pages of stuff, concluding that she would write me off. To be fair, she had some pretty big problems herself. One way that was characterized by one professor I was talking to, a very astute

observer of the university, said, “You know, one of her problems is she’s got two provosts, one of whom doesn’t report to her.” And by that, she meant Larry DeLorme reported to her as provost, but Pete Elich, in charge of arts and sciences, was really in charge of a huge percentage of the academic affairs, and what he said kind of went.

So, there were dynamics and whatnot going on where she didn’t have, she really didn’t have time to get involved with me. I once thought that Marie Eaton as Dean of Fairhaven might be an ally, but then I realized that she had her plate full of things that she needed to work on. And really I was on my own, and that’s just the way it was.

What was the name of that math professor who became provost under Mortimer?

TB: Not Froderberg?

DCP: Karl?

TB: Oh, Les Karlovitz?

DCP: Yes, Les Karlovitz.

TB: Okay.

DCP: He was not a friend of the library at all, and he jumped to some conclusions that -- well, now that I’ve started to talk about it, I’ll just finish this story. I was talking with Larry Marrs, Dean of Education, once and he told me about a phone call he had with Dr. Karlovitz before Dr. Karlovitz even came to campus. And Larry said, “Oh, I’ve got to go, I’m on my way to a fight with the head of the library.” And Dr. Karlovitz asked him about what that was, and it was about budget and so forth, and the two men concluded I was being too skittish about a budget cut and that it needn’t have the impact I said it was going to have. I had all the data and so forth. It would have been kind of dreadful. And Dr. Karlovitz had just assumed from that conversation that I was not a competent person, and he came to campus thinking he was going to get rid of me because I was not competent. This before he ever met me or talked with me. It’s one of those old boy things that happens. And when Dr. Karlovitz died prematurely from cancer, I went to his memorial service, and a few people came up to me and thanked me for doing that even though he was not nice to me; let’s put it that way. I think I managed to get the man over to the library once to meet with the staff and faculty.

So much second hand decision making. It’s kind of like, would you please come and talk to me instead of to other people about me, you know?

TB: Yes, give me a chance.

DCP: Yes, yes, let’s get acquainted before you -- But that can happen to women and to librarians, and I happened to be both, so oh well.

TB: I do find it a little bit fascinating. I don't think I put too much of it in here. When I was going through *FAST*, over and over again in *FAST*, there's all this stuff about all these things they're putting in place to avoid sexual harassment, right? I mean, so obviously they're kind of creating this structure so they could say that they had all the protections in place but yet --

DCP: One of the things that made me angry was that the university has all these discrimination statements, antidiscrimination statements, and they don't necessarily follow them. I used to think, you know, if you said, We discriminate against women, I would have said, Yep, I know all about that and you're right, that's what you said and that's what you do. But you do one thing and say another, and that makes me angry.

TB: Yes. Can you say anything more about why you felt that, I mean they said it, but why they were discriminatory against librarians? Is that kind of the whole faculty status issue that they've kind of always struggled with?

DCP: Yes, I think so. I think there are those -- I think it used to be a hotter issue than it is now, but it was a very hot issue when I was first at State University of New York at Buffalo. And there, by the way, librarians are faculty by contract and by agreement with the statewide union. And here at Western, librarians had been faculty for, oh, 30 or 40 years in the eyes of the university, but not in the eyes of the Washington State Budget Office.

And so faculty would be awarded salary increases but not librarians. So we were constantly trying to battle to get librarians included. I remember one round, and this was when Dr. Froderberg was Acting Vice President for Academic Affairs, the State had refused to fund a salary increase for the librarians, and I went to Dr. Froderberg and asked him whether or not we were going to get funding, and he said, "No." And I said, "Do you mean that Western is the only university in this whole state that is not going to fund them?" And he said, "Is the University of Washington going to do it?" And I said, "Yes, they've just agreed to do that and consider the librarians faculty, for salary purposes only." So the state was driving some of this. I mean, we were constantly dealing with that problem. I think it's been resolved now so that that problem's off the table, finally. I could be wrong. But at the same time, there were a lot of faculty and academic departments that didn't agree.

Let me give you another example of what being excluded can mean. The University Planning Council one year was coming up with a strategic plan for the university, and they had a hearing and the hearing was on the first draft, and one of them was in the library presentation room downstairs. And I remember Chris Sucek, a faculty member from Geology, standing up and saying, "You know, it's very odd to me, but the library, is not mentioned at all in the university strategic plan that you've just presented us. And in fact, if I were trying to include it, I can't even find a place to insert it." And that's how much we were the hole in the doughnut. And when you don't have a presence and when you don't have a voice, little things like being totally left out of the strategic plan can happen. And it shouldn't. And so, disenfranchise the head of any unit and you've disenfranchised the entire unit. And it's a fight worth fighting. That's just, that's wrong. It's just wrong.

TB: You talked about sources of information, like going to the University Planning Council, attending meetings of the Board of Trustees. Did you get any information from members of the library faculty? How much were they involved between 1984 and 1994 in campus governance, like the Faculty Senate and campus committees? Were the librarians able to come back with information, or were they able to advocate in those venues at all for the library, or? I don't know the answer to that either. I'm not sure what the state of the faculty was.

DCP: When I came to Western in 1984, the librarians were a loose gathering of individuals who--beyond their jobs--were not involved much with either the library or the campus. Over the years they came to be more involved, with mixed results. The first real visibility for the library and the library faculty came when one member of the Library Faculty was selected to assist with a revision of the "Faculty Handbook." Later, members of our faculty served on such groups as the Senate Library Committee and even the University Planning Council. This change was not always helpful to the library, in my opinion. For example, when one member of our faculty was appointed to a university-wide committee, she adopted the stance that she was on the campus committee to express her own opinion, not that of the library faculty or the library administration. On an issue of importance to the Library Faculty, she opposed recruiting to fill a new librarian's position. The recruitment had been approved by the university administration, but as a result of her committee work, the position was withdrawn and the search was cancelled.

TB: Anything else you want to say?

DCP: I feel like I've been skipping around some, but --

TB: It's okay. It was a powerful story. It was -- I certainly did not know anything about that.

DCP: I'm glad (laughter) that you didn't.

TB: I did not. And the rumors, whatever, were different. I mean, I thought that would have been settled by the time you stepped down, if there was any lawsuit or anything, not that that was still going on after that.

DCP: Well, it's logical to assume that when a person's tenure is over, their work is over. And the only reason my work was still in place is because I had gone forward with a lawsuit. And I was trying to come to campus and do what we had agreed I would do on campus. So I was trying very hard to keep that legal track separate from everything else I was doing. And I never used daytime, worktime, for that. I just did it evenings and weekends, because I needed to do that to keep it separate. It used up a lot of energy.

TB: Oh, yes.

Well any other thoughts just more generally about what you saw -- more simple things? You did talk about the automation, but do you remember any other things about that? You kind of alluded to it, but that was a major initiative to get the administration to realize. Because like you said, we were behind it, or behind the times.

DCP: Well again, there's this question of voice. Dennis Catrell, who had chaired the Library Advisory Committee for so many years, was a wonderful advocate for getting the library automated. And he would go to the Senate meetings and do that. And later on when we chatted, he said, "I wondered why I was the one doing it instead of you." And I said, "It's because you were the voice that could be heard." Whatever we needed. So we built some supporters along the way, and they gave us good support. And Jerry Boles, who came to campus, oh, I can't remember --

TB: 1991.

DCP: 1991.

TB: May 1991.

DCP: He was a wonderful supporter. Partly, I think it's a man-woman thing again. I had been advocating for a large system, and Mel Davidson, who was head of computing, said, No, no, no, she's wrong. It can be done with a few laptops at the table -- not laptops -- desktops. You don't need to spend that much money. Well, if you're the Provost and you hear the head of computing say one thing and the head of the library say another, that's a problem -- for the library (laughter). And for the Provost, who's he to believe?

Well, he put his faith in the head of computing of course. And when that changed to Jerry Boles, and Jerry Boles could say, "I've done this, and this will be the largest automation project this university has ever done or will ever do," that's wonderful advocacy and support for the library. And when we actually got going on bids for vendors and this sort of thing, we formed a committee consisting of Jerry Boles, John Havland for the budget, me as the Director of the Libraries, and Marian Alexander as Head of Technical Services. And that four-person committee time was so productive, and for me such a pleasure because finally I was having work experience that made sense to me and felt rationale and reasonable and supportive, and it was actually -- it was just a really good experience, and I needed a good experience by then. But Jerry really got it, and he really helped get it done. Once he described a meeting that he and the Provost had had together, and it was sort of, he said, "It was sort of a Come to Jesus meeting." (Laughter) And they committed the money to build the system.

And the issue at hand was really, shall the university spend hundreds of thousands of dollars on this automated library system or use that money elsewhere? And by that time, our card catalog was kind of an embarrassment. Marian once told me about a time she was sitting at the information desk downstairs and this student from WSU walked into the area and was looking around and looking around, and finally walked over and said, Where's the library catalog? And she pointed to the main catalog, which was 10 feet away, and he didn't recognize it because he'd never used a card system before. And fortunately for us, the president was standing nearby and heard it all.

TB: Oh nice. Okay.

DCP: That worked. So really, and it was damaging recruitment, because faculty would come from other institutions and say, "Well, can't I use the library catalog from my office?". No, you have to go over

there and use the card catalog. So it -- we were both an early adopter and a very late adopter when it came to the online catalog. And that turned out to be okay, because we found a good product that people could use.

And that we could maintain, and so forth. Yes, so. And by that time, our library culture had changed. I can remember you, Tamara, using -- talking about your computer and defragging it and doing this, that and the other to it, and I thought, It's a whole vocabulary that none of our staff have had before, and now they do. It was a huge cultural change.

And one of the things that just delighted me is years and years and years ago when I was in New York, the state administrator, who was in charge of library computing, said, "You know, after all, there are only two problems that any library user has to solve: Identify something that will help, get your hands on it." And that worked beautifully for thinking about online systems and library operations. Identify what's useful, get your hands on it, and everything we do kind of revolves around helping people solve those two problems. And I remember thinking, someday we're going to be able to do that all at once, someday, but I won't see it. Well, I did see it. JSTOR came and some other online systems, and to me that was probably the most remarkable and gratifying change in librarianship that I saw in my whole career. It just amazes me to this moment that you can do both of those things at the same time.

TB: Yes.

DCP: It's been interesting. Do you have anything else on your list?

TB: Well, you made a comment about the creation of a paraprofessional class of employees? You noted that in your vita, and I wasn't exactly sure what that meant. I mean, I know that we've changed from being clerks to library classification. Was it kind of --

DCP: Specialists.

TB: Okay, and the specialists.

DCP: And I would say that you're one of them. And the people helping at the reference desk, very high level work, working directly with people. And that had not, as far as I can remember, we had not created very many of those positions, when I came in 1984. There were a lot more later on. Yes, I'd forgotten all about that.

TB: Yes, maybe this question was kind of answered in what you talked about, because I have a question about the inclusion of the library faculty and the university libraries in the WWU Faculty Handbook. That happened kind of between, it looks like, I think it happened between 1986 and 1987, somewhere in there?

DCP: Yes, that was another example of being excluded from the structure and getting language put into the Faculty Handbook that acknowledged that.

It was curious in a way because there were members of the Library Faculty, like Bill Scott and some others, who were just confident that they'd been faculty here at Western for 40 years, and everybody recognized that and was comfortable with it, but everybody outside of the library felt the opposite way. Why are we talking about librarians being part of the faculty? And so it's kind of -- it was kind of hard to mesh those two things.

That first year when I first came here and the faculty salaries were not funded, we actually did end up funding them, but out of the book budget because I had no other place to take it. And I can remember Bill Scott asking a faculty member rather angrily, "Well, where did that money go for those books?" And I said, "Into your pockets. That's how you got your salary increase funded, this year. We're not going to do that again, however. But I just don't know where to cut the budget in my first month here."
(Laughter)

TB: And then, you also noted, I think, in your curricula that you're the one that established the library endowment fund?

DCP: Yes.

TB: Was that because, I mean, Ross was very big on fundraising, and Jeanene DeLille? Or did you come up with that on your own?

DCP: Well actually, what happened specifically is we got an unexpected gift of a thousand dollars, and, you know, what to do with it? And I said, "Well, let's establish an endowment fund that we can build on, and this will be seed money for that. But we're not going to spend it on books, and we're going to get busy with some fundraising."

TB: So do you remember anything special about Jean Rahn? Was that also maybe --

DCP: Jean Rahn was Director of the Foundation in --

TB: She came in 1989.

DCP: -- 1989.

TB: Because we had a major fund drive then kicked off in the fall of 1991.

DCP: Mostly the Foundation has found it difficult to find funding for the library. People can get passionate about the programs that they've graduated from. It's a little more difficult, unless you find a special donor who likes libraries and understands them. It's a question of identifying people who might be library oriented and to have some attractive projects that different people could support, and even an art emphasis or music emphasis or whatever, but try to find some special people. As I said, most donors will give to their programs because that's where their heart and sweat and so forth went.

TB: Right. Anything else you think that we haven't, specifically that you might be thinking of that we haven't talked about, or? The instruction program? You have the reestablishment of an active instruction program?

DCP: Yes, we just started doing more. The library had a long history of library instruction, especially under Herb Harsey as I recall. Yes, we just started doing more of it.

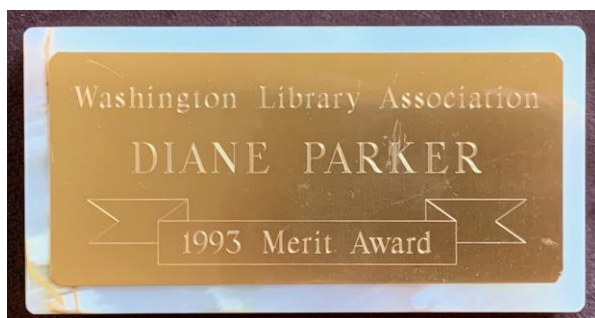
TB: And Woodring (School of Education) quit doing it. I think they had been doing it for a while.

DCP: Yes. They were the ones who -- well, let me stop and think for a minute. Under a previous, previous library director (Howard McGaw, 1963-1967), his name I cannot remember, the library had been offering some credit courses, and then those got moved to Woodring, and the library no longer offered credit courses. And then we brought that back. So, and I don't recall the years (1992/93 appears in catalog). It was just something that evolved over time. It's one of those things we did, but it's not a highlight for me necessarily anymore. We did a lot of good things.

TB: Well, is there anything else that we haven't talked about that you would like to talk about?

DCP: Yes. The library community in Washington State in 1984.

When Manfred and I moved back to Washington State in May, 1984, I found that the public libraries and the academic libraries hardly were talking with each other. No one was ever able to tell me what that was all about, except, it had to do with money and the Washington State Library in Olympia. The State Library was perceived to favor the public libraries when making grant awards. The Washington Library Association (WLA) and the Washington Chapter of the Association of College and Research Libraries (ACRL) did not work together in any way. The library at Western held itself aloof from everybody; our administrators thought that working with other libraries was a waste of money. When I saw this situation, I realized WWU had cut itself off from potential grant funds. I knew we were going to need automation, and I understood this might entail collaboration with all kinds of libraries in Washington. So, I decided to fix the problem. Before long, I was an officer in both library associations. This positioned me to push for fair distribution of grant monies, collaboration on projects, etc. It has always seemed to me that libraries work well together, given even a small chance. The day I saw our ILL lending statistics begin to go up was a day I celebrated. It meant the library at WWU was beginning to make its proper contribution to services in this state. I did most of this work on my own time and dollar without telling people at Western. I didn't want to feed the disagreements that our own employees had.



In 1993 I received a merit award from the Washington Library Association for the work I described above. Our Library Faculty had no idea what the award was for. Discreet, behind-the-scenes work is often necessary, but seldom publicly rewarded. I guess I'd like to mention it here, because WWU became successful in getting grant money

from the State Library. The grant I am most proud of is the \$90,000.00 we were awarded for building the serials database for our online catalog.

TB: Any thoughts about the Mongolian collection and Henry Schwarz? I mean, that's become such a huge thing.

DCP: Oh, that was such a good example of a collection that gets built up because of one or two faculty persons, Henry being a student of the expert at University of Washington. I can't --

TB: Poppe.

DCP: Nicholas Poppe, Dr. Poppe. And then Poppe getting mad at the University of Washington and giving all of his stuff to his favorite student, and then Henry bringing it into the library here and training Wayne Richter to deal with it, and Wayne being willing to do that. This kind of thing happens in academic libraries, and it's just kind of fun to sit back and watch actually. Until you have to deal with Mongolian materials (laughter). But between the University of British Columbia and Western and the University of Washington, there is just an outstandingly fine oriental collection here, in this region, because of that. It just happens.

TB: Well, I'm good with this. I don't really have anything else. This was a good session. So I'll say, Thank you very much.

DCP: And thank you, Tamara, for all your skill and perseverance and hard work on this oral history project. I'd like to end my part with an African proverb that I have come to love:

This is my story.

Take from it that which is good for you.

The rest, return to me with a blessing.