## APPENDIX III A

**LANGUAGES KNOWN BY AREA LIBRARIANS**

<table>
<thead>
<tr>
<th>Afrikaans</th>
<th>Hebrew</th>
<th>Quechua</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amharic</td>
<td>Hindi</td>
<td>Romance</td>
</tr>
<tr>
<td>Arabic</td>
<td>Icelandic</td>
<td>Romanian</td>
</tr>
<tr>
<td>Aramaic</td>
<td>Igbo</td>
<td>Russian</td>
</tr>
<tr>
<td>Armenian</td>
<td>Indonesian</td>
<td>Sanskrit</td>
</tr>
<tr>
<td>Assamese</td>
<td>Irish</td>
<td>Sardinian</td>
</tr>
<tr>
<td>Azari</td>
<td>Italian</td>
<td>Scandinavian</td>
</tr>
<tr>
<td>Azerbaijani</td>
<td>Japanese</td>
<td>Serbo-Croatian</td>
</tr>
<tr>
<td>Belorussian</td>
<td>Korean</td>
<td>Slavic (Old Church Slavic)</td>
</tr>
<tr>
<td>Bengali</td>
<td>Kurdish</td>
<td>Slovak</td>
</tr>
<tr>
<td>Bulgarian</td>
<td>Ladino</td>
<td>Slovenian</td>
</tr>
<tr>
<td>Catalan</td>
<td>Latin</td>
<td>Southern Bantu</td>
</tr>
<tr>
<td>Cebuano</td>
<td>Latvian</td>
<td>Sotho</td>
</tr>
<tr>
<td>Chinese (Cantonese, Classical, Mandarin)</td>
<td>Lithuanian</td>
<td>Spanish</td>
</tr>
<tr>
<td></td>
<td>Lusatian</td>
<td>Sundanese</td>
</tr>
<tr>
<td>Coptic</td>
<td>Macedonian</td>
<td>Swahili</td>
</tr>
<tr>
<td>Czech</td>
<td>Malay</td>
<td>Swedish</td>
</tr>
<tr>
<td>Danish</td>
<td>Marathi</td>
<td>Tagalog</td>
</tr>
<tr>
<td>Dari</td>
<td>Norwegian</td>
<td>Taiwanese</td>
</tr>
<tr>
<td>Dogri</td>
<td>Ottoman</td>
<td>Thai</td>
</tr>
<tr>
<td>Dutch</td>
<td>Oriya</td>
<td>Tsonga</td>
</tr>
<tr>
<td>Finnish</td>
<td>Pali</td>
<td>Turkish</td>
</tr>
<tr>
<td>French</td>
<td>Perda</td>
<td>Urdu</td>
</tr>
<tr>
<td>Frisian</td>
<td>Persian</td>
<td>Ukrainian</td>
</tr>
<tr>
<td>Gallego</td>
<td>Polish</td>
<td>Uzbek</td>
</tr>
<tr>
<td>Georgian</td>
<td>Polynesian</td>
<td>Vietnamese</td>
</tr>
<tr>
<td>German</td>
<td>Portuguese</td>
<td>Vietnamese</td>
</tr>
<tr>
<td>Greek (Ancient, Modern)</td>
<td>Prakrit</td>
<td>Xhosa</td>
</tr>
<tr>
<td>Gujarati</td>
<td>Provencal</td>
<td>Yiddish</td>
</tr>
<tr>
<td>Hausa</td>
<td>Punjabi</td>
<td>Yoruba</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Zulu</td>
</tr>
</tbody>
</table>
APPENDIX III B

COUNTRIES WHERE AREA LIBRARIANS WORKED OUTSIDE US

<table>
<thead>
<tr>
<th>Country</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>England/UK</td>
<td>10</td>
</tr>
<tr>
<td>Germany</td>
<td>4</td>
</tr>
<tr>
<td>India</td>
<td>3</td>
</tr>
<tr>
<td>Iran</td>
<td>3</td>
</tr>
<tr>
<td>Israel</td>
<td>3</td>
</tr>
<tr>
<td>Japan</td>
<td>3</td>
</tr>
<tr>
<td>Taiwan</td>
<td>3</td>
</tr>
<tr>
<td>Bolivia</td>
<td>2</td>
</tr>
<tr>
<td>Brazil</td>
<td>2</td>
</tr>
<tr>
<td>Canada</td>
<td>2</td>
</tr>
<tr>
<td>China</td>
<td>2</td>
</tr>
<tr>
<td>Denmark</td>
<td>2</td>
</tr>
<tr>
<td>France</td>
<td>2</td>
</tr>
<tr>
<td>Malaysia</td>
<td>2</td>
</tr>
<tr>
<td>United Arab Emirates</td>
<td>2</td>
</tr>
<tr>
<td>Australia</td>
<td>1</td>
</tr>
<tr>
<td>Columbia</td>
<td>1</td>
</tr>
<tr>
<td>Croatia</td>
<td>1</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>1</td>
</tr>
<tr>
<td>Ecuador</td>
<td>1</td>
</tr>
<tr>
<td>Fiji</td>
<td>1</td>
</tr>
<tr>
<td>Finland</td>
<td>1</td>
</tr>
<tr>
<td>Hong Kong</td>
<td>1</td>
</tr>
<tr>
<td>Indonesia</td>
<td>1</td>
</tr>
<tr>
<td>Kuwait</td>
<td>1</td>
</tr>
<tr>
<td>Malta</td>
<td>1</td>
</tr>
<tr>
<td>Mauritius</td>
<td>1</td>
</tr>
<tr>
<td>Mexico</td>
<td>1</td>
</tr>
<tr>
<td>New Zealand</td>
<td>1</td>
</tr>
<tr>
<td>Nigeria</td>
<td>1</td>
</tr>
<tr>
<td>Peru</td>
<td>1</td>
</tr>
<tr>
<td>Philippines</td>
<td>1</td>
</tr>
<tr>
<td>Poland</td>
<td>1</td>
</tr>
<tr>
<td>Saudi Arabia</td>
<td>1</td>
</tr>
<tr>
<td>Singapore</td>
<td>1</td>
</tr>
<tr>
<td>South Africa</td>
<td>1</td>
</tr>
<tr>
<td>Spain</td>
<td>1</td>
</tr>
<tr>
<td>Switzerland</td>
<td>1</td>
</tr>
<tr>
<td>Tanzania</td>
<td>1</td>
</tr>
<tr>
<td>Thailand</td>
<td>1</td>
</tr>
<tr>
<td>Trinidad &amp; Tobago</td>
<td>1</td>
</tr>
<tr>
<td>Uganda</td>
<td>1</td>
</tr>
<tr>
<td>Vietnam</td>
<td>1</td>
</tr>
</tbody>
</table>
LIBRARY AND AREA STUDIES ORGANIZATIONS TO WHICH AREA LIBRARIANS BELONG

LIBRARY ORGANIZATIONS:

Since library organizations and their committees and subgroups were usually listed separately by respondents, they are listed separately in this list.

AAS National Coordinating Committee for Japanese Library Resources
ACRL Slavic and East European Studies (SEES)
ACRL Western European Studies Section (WESS)
ACRL Women's Section
ACURIL Association of Caribbean University, Research and Institutional Libraries
Advisory Committee on East Asian Materials
Africana Librarians Council
American Library Association (ALA)
American Society for Information Science
ANSS Anthropology and Sociology Section ACRL
Arizona Library Association
Asian, African, and Middle East Section, ACRL
Asian Librarians' Liaison Committee (AAS)
Association of College and Research Libraries (ACRL)
Association for Library Collections and Technical Services (ALCTS)
Asian-Pacific Librarians Association (APALA)
ASIS American Society for Information Science
Association of Jewish Libraries (AJL)
Black Caucus of ALA
BIS Bibliographic Instruction Section (ACRL)
California Academic and Research Librarians (CARL)
California Library Association
Canadian Librarians Association
Center for Research Libraries Board of Directors
Chinese American Librarians Association (CALA)
Colorado Library Association
Committee for East Asian Libraries (CEAL)
Committee on Cataloging: Asian and African Materials, Association of Library Collections and Services, ALA
Committee on Research Materials for Southeast Asia (CORMOSEA)
Committee on South Asian Libraries
Conference on Latin American History (CLAH)
CONSALD Committee on South Asia Libraries and Documentation (LC)
Cooperative Africana Microform Project (CAMP)
District of Columbia Library Association (DCLA)
East Asian Library Resources Group of Australia (EALRGA)
East Coast Consortium of Slavic Collections
European Association of Sinological Libraries
Florida Library Association
Friends of Gest Oriental Library (Princeton University)
GODORT Government Documents Round Table
Hawaii Library Association
IFLA International Federation of Library Associations and Institutions
Illinois Library Association
Indiana University Librarians Association (InULA)
International Association of Orientalist Librarians
International Relations Committee, ALA
International Responsibilities Roundtable (IRRT)
Jewish Library Association (JLA)
Korean-American Librarians Association
LA ([U.K.] Library Association)
LAMA Library Administration and Management Association
LAMP Latin American Microform Project
Library Association of Japan
Library Information and Technology Association (LITA)
Librarians Association of the University of California, Irvine
MEMP Middle East Microform Project
Michigan Library Association
Mid-Atlantic Regional Archives Conference
Middle East Librarians Committee International
Middle Eastern Librarians Association (MELA)
Mountain Plains Library Association (MPLA)
New Mexico Library Association (NMLA)
New Zealand L.I.A.
North Carolina Librarians' Association (NCLA)
NYTSL New York Technical Services Librarians
OCLC CJK Users Group
Pacific Islands Association of Libraries and Archives
RASD Reference and Adult Services Division, ALA
RBMS Rare Books and Manuscripts Section, ACRL
Research Libraries Group
SAMP South Asian Microform Project
SEAM Southeast Asia Microform Project
Seminar on the Acquisition of Latin American Library Materials (SALALM)
Special Libraries Association (SLA)
Society of American Archivists (SAA)
Southeastern Library Association
SSIRT Support Staff Interests Round Table
Standing Conference on Library Materials on Africa (SCOLMA)
Tennessee Library Association
University of California, Stanford, East Asian Librarians Group
University of Florida Librarians Association (UFLA)
Utah Library Association (ULA)
Washington Library Association/Washington Association of Library Employees
Wisconsin Library Association

AREA STUDIES ORGANIZATIONS:

Some scholarly associations in addition to area studies associations were listed, so they have been included.

African Literature Association
African Studies Association
American Academy of Religion (AAR)
American Association for Australian Literary Studies
American Association for Neo-Latin Studies
American Association for the Advancement of Slavic Studies (AAASS)
American Association of Teachers of Slavic and East European Languages
American Comparative Literature Association
American Historical Association (AHA)
American Oriental Society
American Society of Church History
American Society of 18th Century Studies - Midwest
American Studies Association
American Teachers of Slavic and East European Languages (ATSEEL)
American Translators Association
Asia Society
Association for Asian Studies (AAS)
Association for the Bibliography of History
Association for Jewish Studies
Association for Social Anthropology in Oceania
Association for the Teaching of Slavic and East European Languages
Association of Caribbean Studies
Association of Concerned Africa Scholars
Association pour l'étude des littératures africaines
Australian Studies Association of North America
Brazilian Studies Association
Bulgarian Studies Association
Center for Chinese Research Materials
Chicago Consortium for Slavic Studies
Chinese Historical Society, Taiwan
College Language Association
Columbia University Modern China Seminar
Council for European Studies
Council on Russian and East European Studies, Pierson College
Czechoslovak Academy of Sciences Abroad
Czechoslovak Society of Arts and Sciences
Early Slavic Studies Association
European Community Studies Association
German Studies Association
Gesellschaft fur die Erforschung des 18 Jahrhunderts
Historians of British Art
History of Science Society
Hungarian Cultural Association
Indiana Historical Society
Indonesian Studies Committee
International African Institute
International Association for Neo-Latin Studies
International Conference Group on Portugal
International Society for Azerbaijan Studies
International Studies Association
Latin American Jewish Studies Association
Latin American Studies Association (LASA)
Linguistic Association of Hungary
Medieval Association of the Pacific
Mid-America Network for African Studies
The Middle East Institute
Middle Eastern Studies Association (MESA)
MLA Modern Language Association
MLA International Bibliography Committee
Mormon History Association
National Association of Professors of Hebrew
Northeastern Association of Brazilianists
Organization of American Historians
Pacific Arts Association
Pacific Coast Council on Latin American Studies
Pacific History Association
Pacific Science Association
Philippine Studies Group
Polish Institute of Arts and Sciences
Polish Studies Association
Renaissance Society of America
Rocky Mountain Council on Latin American Studies (RMCLAS)
San Diego Chinese Historical Society
SLAS [UK] Society for Latin America Studies
Slovene Studies Society
Societe francaise des traducteurs
Society for History of Authorship, Readership and Printing
Society for International Development
Society for Iranian Studies
Society for Military History
Society for Spanish and Portuguese Historical Studies
Society for Scholarly Publishing
Society for the History of Technology
South Eastern Council on Latin American Studies
Southern American MLA
Southern California Consortium on International Studies Latin American Committee (SOCCIS)
Southern Conference on Slavic Studies
Southern Historical Society
Southern Slavic Conference Association
Texas Association of Middle East Scholars
Third World Studies Association
United Nations Association
Western Slavic Association
APPENDIX III D

CONFERENCES AT WHICH THE FUTURE OF AREA LIBRARIANSHIP WAS DISCUSSED

American Association for the Advancement of Slavic Studies
ACRL Slavic and East European Studies Section
ACRL Western European Studies Section
Africana Librarians Council of African Studies Association
ALA
ALA Asian, African and Middle Eastern Section (AAMES)
ALA International Responsibilities Roundtable
ALA Slavic and East European Section
ALA West European Studies Section
Annual Slavic Librarians' Workshops
Association for Asian Studies, Committee on East Asian Libraries
Association for Asian Studies Conference: CORMOSEA (Committee on Research Materials on Southeast Asia)
Association of Jewish Libraries Annual Conference
CES (Council on European Studies) Conference, 1991
Conference at Harvard, 1993, "Documenting Israel"
CONSLAD (Committee on South Asian Libraries and Documentation)
Cooperation among Slavic Specialists in Big 10, CIC Libraries
ECSA (European Communities Studies Association) Conference, 1992
First and Second African American Librarians Conference
Harvard Judaica Conference
Hoover Conference on Japanese Libraries, Fall 1991
International Association of Orientalist Librarians, 1993
Kyoto Conference on Japanese Studies
LASA (Latin American Studies Association)
Librarians' Association of University of North Carolina- Chapel Hill
Madison Conference on South Asia
MESA (Middle Eastern Studies Association)
Midwest Slavic Conference
National Coordinating Committee for Japanese Library Resources
SALALM (Seminar on Acquisition of Latin American Library Materials)
Schomberg Conference on African Librarianship in Online World, 1995
US Department of Education/Title VI Directors Conference, April 1993
World Congress of Slavic Librarians 1990
Area librarians were asked to identify three areas of greatest need for professional development, although not all listed three. The responses have been grouped by general topics, wherever possible. Needs specific to geographic areas are listed at the end.

Electronic resources 130
Language expertise 37
Grant writing/fund raising 26
Administration/Management 19
Better knowledge of library as a whole 2
Bringing paraprofessionals to the fore 1
Institutional policies/procedures 1
Organizational planning 1
Political skills 1
Area expertise 18
Advanced degree/further study in area studies 11
Workshops and training 11
Internships/residency programs in academic libraries 2
More training in subjects such as literature, history, political science 2
More exposure to cultural studies theory 1
Collection development continuing education courses 18
Cooperative acquisitions 13
Interdisciplinary areas collection development 2
Organization of limited resources for collection maintenance 1
Finding "grey" literature 1
Keeping up with changing circumstances 12
<table>
<thead>
<tr>
<th>Topic</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better knowledge of librarianship</td>
<td>4</td>
</tr>
<tr>
<td>Cataloging training</td>
<td>11</td>
</tr>
<tr>
<td>Multimedia cataloging</td>
<td>1</td>
</tr>
<tr>
<td>Bibliographic instruction</td>
<td>9</td>
</tr>
<tr>
<td>Reference services</td>
<td>6</td>
</tr>
<tr>
<td>Conservation</td>
<td>2</td>
</tr>
<tr>
<td>Digital imaging preservation</td>
<td>3</td>
</tr>
<tr>
<td>Working with papyri</td>
<td>1</td>
</tr>
<tr>
<td>Descriptive statistics</td>
<td>1</td>
</tr>
<tr>
<td>More programmatic knowledge for computer software for statistics and databases</td>
<td>1</td>
</tr>
<tr>
<td>Development of encoding sets</td>
<td>1</td>
</tr>
<tr>
<td>Library automation</td>
<td>2</td>
</tr>
<tr>
<td>Foreign government documents</td>
<td>2</td>
</tr>
<tr>
<td>Indexing skills</td>
<td>1</td>
</tr>
<tr>
<td>Technical services</td>
<td>1</td>
</tr>
<tr>
<td>Time and money for research</td>
<td>8</td>
</tr>
<tr>
<td>Publish more</td>
<td>4</td>
</tr>
<tr>
<td>Publication and printing techniques</td>
<td>4</td>
</tr>
<tr>
<td>Field work</td>
<td>2</td>
</tr>
<tr>
<td>Keeping up with research interests of faculty and students</td>
<td>7</td>
</tr>
<tr>
<td>Wider professional organization participation</td>
<td>6</td>
</tr>
<tr>
<td>Funding to attend conferences</td>
<td>2</td>
</tr>
<tr>
<td>More interactive communication among area librarians</td>
<td>7</td>
</tr>
<tr>
<td>Incorporate area studies libraries into the mainstream</td>
<td>6</td>
</tr>
<tr>
<td>Incorporate area studies issues and concerns into library school curricula</td>
<td>1</td>
</tr>
<tr>
<td>Direct contact of publishers, book vendors in target country</td>
<td>8</td>
</tr>
<tr>
<td>Awareness of current library and publishing developments in my geographic area</td>
<td>5</td>
</tr>
<tr>
<td>Travel to area not previously visited to see libraries, archives, and universities</td>
<td>3</td>
</tr>
</tbody>
</table>
Library technology in East Asian libraries 1

Keeping up with trends in South and Southeast Asian studies 2
Build better relations with book vendors in China 1
Keeping up with library technology in Japan 1
Learn more about Japan Studies in the US 1
More experience in Africa 2
More grounding in African history 1
Visit Canadian libraries 1
Librarianship in Latin America 3
Increase contact with European librarians and archivists 2
Travel to Eastern Europe to acquire materials More Balkan experience 1
Continuing education in Slavic Studies 2
Keeping up with book trade development in Russia 2
Familiarization with vernacular reference tools (Armenian, Kurdish, Persian, Turkish) 3
APPENDIX III F

SELECTED COMMENTS BY AREA LIBRARIANS

At the end of the area librarians' questionnaire half a page was left for comments. Responses ranged from none at all to two typed pages. Some comments were directly related to the questions on the questionnaire, others were on the future of area librarianship. The comments below related to the future of area librarianship have been selected to illustrate the range of opinion and topics, some of which were not addressed directly in the questionnaire. The respondents are identified by the geographic area of their position.

"It's high time that somebody realized that there is a need to discuss issues in relation to succeeding generations. I also recommend that a discussion on other extra work we do for the library not pertaining to area programs should be recognized."
Southeast Asia

"We can't afford the luxury of dedicated area studies librarians here. Everyone must fill multiple roles. Computer literacy for public service is more important in hiring than language needs for collection development."
Social Science

"This is an extremely important and timely assessment. Area librarians are being pulled farther and farther away from still legitimate concerns, including in-depth knowledge of the field and disciplines, while being over-loaded with rapidly developing information in their areas of concern. Administratively area librarians are expected to know less, but navigate through more information. Organization over substance is taking precedence. Area librarians need to redefine themselves without losing the subject expertise."
Latin America

"Many area studies positions require skills that are, for many, expensive to obtain. The monetary rewards of librarianship often do not justify the expenditure. This can lead to academics/non-librarians who have the area skills but not the library training to be given positions. I feel that often -- and more so in the future -- this will be a detriment to the user. But they also need people with subject skills. To have both seems to be imperative, but I have a hard time envisioning how such training will be paid for."
Africa

"As for the future of area librarianship, most of us feel it is behind us. One almost feels guilty about mentoring. The public and therefore Congress and academic administrators no
longer wish to underwrite area studies. We know what to do about recruitment, training, etc. But the money is not going to be there to do it. Why train people for positions that are not going to be there?"

Slavic-East Europe

"With the globalization of library resources in the information age, area studies librarianship is taking on added importance. I hope ALA will pay more attention to this effort, and more efforts and resources will be made available to preserve valuable area studies resources in North America."

China

"The main problem for me with area programs in libraries in the US is marginalization. We are continually trying to get support and budget recognition from more traditional library service departments such as reference and collection development."

Southeast Asia

"Other problems I would like to see addressed: the problem of being a `one-person show' -- many area studies librarians have to perform or oversee all aspects of a mini-library, from checking in serials to cataloging books to answering in-depth reference questions. How do we keep our heads above water? How do we keep from getting into a rut because of all the routine work?"

Middle East

"While the concept of area studies may be fading in academia in this country that does not mean that research and other concerns for the countries covered by area programs has diminished."

South Asia

"This is a particularly propitious time for strengthening area studies librarianship, as we see a `graying' of the current generation of experts in Latin American area studies, and with the generation of early founders in retirement or having passed on. Recent interest in internationalization of education, as well as free trade, growth of immigrant communities within our borders, and global communications provide justification for renewed interest in area studies. ... the area specialist position was and is often multi-faceted, misunderstood, marginalized, and seriously overburdened with additional duties and expectations, inadequate support or backup, and usually, given the myriad of duties, underpaid. For many of us there is little time or opportunity for professional development such as research projects, professional leaves, or book buying trips."

Latin America
"In the environment where multiculturalism is a way of life, there is no reason to maintain an isolated entity such as an East Asian library. For the benefit to all users, collections with different languages should be integrated into one, librarians with special expertise should work together, serving clientele with diversity, stimulate their appetite to study different cultures. We are heading for an integrated library where difference can be appreciated and promoted."

East Asia

"The future of area studies is very important. I think it is still vital to have specialized programs outside the core Euro-American curriculum. It is equally important to have librarians who are familiar with other parts of the world and have language skills necessary to obtain materials to support academic programs."

South Asia

"... there are four area studies librarians. While we are grouped together for administrative purposes, the four of us share not much more than the fact that we handle foreign language materials. The majority of our professional activities and the problems we face in our respective fields have much less commonality among the 'area studies librarians,' as a rule, than with many of our colleagues in the general library departments. My 25 years of experience as an East Asian Librarian makes me somewhat skeptical of any effort to further define my work under the confines of the 'area studies' label which enables compartmentalization of a variety of unique problems under a convenient rubric which can be benignly neglected as 'their' problems by those in the mainstream. Despite the fact that we suffer the common fate of ghettoization within the library, I am not convinced that there is a common 'future of area studies librarianship'."

East Asia

"Some research libraries seem to resist the notion that having foreign language materials is necessarily critical to curricula or faculty research needs because these materials are not as easy to acquire, process or use as English language items. The recent access over ownership debate is even worse of a threat since in some environments it's heretical not to think that any item can be supplied with good document delivery. That option works for sci/tech materials but the vendors haven't shown much interest in also providing Bolivian or Paraguayan articles. Finally, book budgets are shifting more and more to support a growing army of electronic products which again don't fully cover foreign language/area study needs. ... The Internet/WWW world out there isn't 100% English and area studies librarians can play as important a role as reference librarians in exploring our new information resources."

Latin America

"It is my sense that most future area studies librarians will need competencies which are unrelated to their geographic areas, except for those languages where cataloging is completed in original scripts. If the trend toward downsizing staff generally continues, though, the East Asian
and Middle Eastern staffs will find it difficult to maintain the traditional lines in duties when 'mainstream' units are understaffed but more heavily used by the university population at large."

South Asia

"You would do well to examine the paraprofessional side of the equation. We are out here doing cataloging and enhancing the databases. You see our work online and we are taking up a lot of slack as librarians move toward management. I suspect that there is a paraprofessional somewhere who does collection development."

East Europe

"The future of area studies librarianship is challenged by some important factors in academic instruction, eg. 1) the language requirement for undergraduate students, 2) the interdisciplinary nature of many courses, eg. women's studies, 3) the future of ethnic studies in places like California. I am inclined to think that in the immediate future, these areas (ethnic studies, interdisciplinary fields and area studies) will begin to redefine their scope to accommodate their overlaps."

Africa