

halving of the number of production workers, with an expectation that another 20 percent reduction is likely. However, despite those declines, "layoffs were rare and typically affected few workers." The most common solution was natural attrition, making for a smooth and gradual transition. Other techniques include buy-outs and retraining.

Moreover, the study provided convincing evidence that labor unions did not inhibit technological change, though they did influence the nature and timing of worker compensation. On the other hand, non-union firms were no less likely to compensate workers in some fashion as union firms when technology was introduced.

Generalizing, Dertouzos and Quinn feel that the newspaper industry case has policy implications for the evolution to a "high tech" society. When, as in the case of the newspaper industry, both workers and management share in the gains as well as the losses, private solutions can result in a smooth transition without having to resort to a "new industrial policy."

Among the ancillary findings of both these studies is that, contrary to popular

mythology, when we get away from anecdotal stories, there seem to be fewer differences than might be imagined in the way group owned and nongroup newspapers are managed (these are *not* studies of the quality of the content, however). In the 1982 study, Dertouzos and Thorpe conclude that, for better or worse, "independent firms are indistinguishable from newspapers that are subsidiaries of larger corporations." The 1985 study found that while chain owned and independent firms had "different response patterns to the employment adjustment process," groups were no more likely to inflict greater worker losses. One surprising finding was that newspapers owned by large groups had a lower than predicted share of layoffs.

Both these studies are rich in data and analysis. They also provide the basis as a take-off point for further research that both sharpens the questions and provide some answers.

Benjamin M. Compaine
Executive Director
Program on
Information Resources Policy
Harvard University

Snorgrass, J. William, and Gloria T. Woody, *Blacks and Media: A Selected Annotated Bibliography, 1962-1982*. Tallahassee: Florida A&M University Press, 1985. 150 pp. \$12. cloth.

Both media scholars and professionals will appreciate this bibliography. Listing more than 700 books, journal and magazine articles, and other printed materials, it includes citations on print and broadcast journalism, advertising, public relations, film and theater.

Some titles, because of a recent reprint-

ing, have been included even though they were originally published before the 1962 cutoff date.

The author, Snorgrass, who is a member of Florida A&M University's journalism faculty, and Woody, who is the director and librarian for the Journalism Resources Center at Florida A&M,

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