

Appendix

Organizational Model	Pros	Cons
Divisions based on either publication or physical format, but not both (Models 1a, 2a, 2b)	More equalization of workload than models 1b and 2c	Effects the cataloging of all formats, not just web publications. Complex and time-consuming staff training means benefits will not be seen for some time.
<i>Models 1a and 2b</i>	When cataloging web publications separately, impact is spread among all monograph catalogers.	When using CONSER one-record option, the impact will be centered in the (usually smaller) serials cataloging unit.
<i>Model 2a</i>	When using CONSER one-record option, impact is spread among all units responsible for print and computer file formats.	When cataloging web publications separately, impact will be centered in the unit responsible for computer files.
Divisions based on both publication and physical format (Models 1b and 2c)		When cataloging web publications separately, the impact will be centered in the unit responsible for computer files. When using CONSER one-record option, the impact will be centered in the (usually smaller) serials cataloging unit.
Neither physical nor publication format used as a criteria for workload division (Model 2d)	In true generalist depts., there will be an equalization of workload among all staff.	Complex and time-consuming staff training means benefits will not be seen for some time. All staff must know how to catalog all physical and publication formats, including those of the future. Lack of specialization may result in lower quality and/or slower turnaround time.