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PAPERS AND PROCEEDINGS

OF THE

THIRTY-THIRD ANNUAL
MEETING

OF THE

AMERICAN LIBRARY ASSOCIATION

HELD AT

PASADENA, CALIFORNIA

MAY 18-24, 1911

AMERICAN LIBRARY ASSOCIATION
78 E. WASHINGTON STREET
CHICAGO, ILL.
1911

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PASADENA CONFERENCE

MAY 18-24, 1911

PRELIMINARY SESSION

(Thursday, May 18, 1911, 8:15 p. m., Hotel Maryland)

The prelimnary session of the Thirty-third annual conference of the American library association was called to order by Mr. E. L. Conger, of Pasadena, who spoke a few words of welcome and introduced the Rev. Dr. D. F. Fox, of Pasadena, who, in the absence of the mayor, welcomed the conference to the city in a brief, witty and pleasing address.

Dr. Fox said he was sure that all the members were going to like Pasadena and feel that the Crown City was the real crowing glory in the realm of God's wonderful out-of-doors; that all were sure to be favorably impressed with the spirit of progress there displayed, and would be well repaid by a visit to some of the educational institutions in the neighborhood as well as to the famous scenic attractions which he hoped all the delegates would see before they departed; and that when they returned to their homes they would carry with them the best memories of delightful days spent in their beautiful valley.

Following Dr. Fox, Mr. J. W. Wood welcomed the members of the Association in behalf of the board of trustees of the Pasadena public library. He referred with pride to the fact that the people of the city had built their own library building, had bought its books and ably supported it, and that the character of the books read showed Pasadena to be an exceptional center of study and culture. The speaker said that the one note of sadness was the illness of the librarian, Miss N. M. Russ, who had planned and worked for two years for this Conference and now most unfortunately was sick and could only send her message of greeting with the hope that the visit would be pleasant and enjoyable to all.

Mr. L. W. Ripley, president of the California library association, was next introduced and in a few cordial words expressed the welcome of the state association. Mr. Ripley said that the influence left by the Association's visit of twenty years ago had not yet died away and that Californians anticipated from this visit even more benefit and uplift to their state.

Dr. FOX: There is unusual joy and pleasure in connection with the appearance of the next speaker. The response to the greeting, in behalf of the president of the American library association, in the absence of your president, is to be made by Mr. Samuel Swett Green, of Worcester, Massachusetts, who, when your Association met in San Francisco twenty years ago, was the president of the American library association. I have the distinguished honor, ladies and gentlemen, of presenting to you Mr. Green.

Mr. GREEN: Angels' visits, Mr. President, are generally far between. It is with the heartiest gratitude that the members of the American library association thank you for the offers of hospitality which you have made.

It is with extreme regret that we have met in the absence of our president, but perhaps it was wise for him to select, in naming him who should respond, one who had already realized how fully you carried out your promises and how much better a time we had when here before than we had any anticipation of. Twenty years ago representatives of your state met us at the borders of the state. We received a dispatch as we were crossing Nevada, telling us that representatives of libraries and of those interested in libraries, would meet us at Truckee, on the way to Sacramento. Those representatives reached Truckee before we did and were there to receive us. They brought us fresh salmon they had caught the day before in the Sacramento

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River. They brought a hamper of quail and a great abundance of the luscious grapes which are in such profusion in this state in the autumn and quantities of the rare and beautiful chrysanthemums which this state has the greatest reason to be proud of.

Our cook took the provisions that were brought and served breakfast in the dining car to the members of the Association and the representatives from Sacramento. We were then taken down to that beautiful city and carried to the capitol, where we were received by one of the officials of the state, and there we found representatives from San Francisco, where the conference was to be held, waiting to escort us from Sacramento to San Francisco.

After receiving profuse hospitality in the greatest city of the state, we started on a journey south. I well remember that sunshiny morning that we came to Pasadena, and that before we had finished our breakfast your representatives were at our sides with a profusion of the fruits and flowers of the season, and with carriages in which you took us on a most interesting drive and then brought us to your beautiful public library building, where we met the assembled representatives of the refinement of the city, who gave us another cordial welcome.

We find, of course, immense changes in California. We have just come here, but we know that we are to expect great changes. Twenty years ago, Pasadena had only a few inhabitants. To-day you have, as has been stated to-night, 30,000 people. Los Angeles had 50,000 inhabitants at that time, but now there are over 300,000. San Francisco has passed through a terrible calamity and is rising in triumph from its troubles. I remember that at certain places where the trains stopped twenty years ago, the citizens were there in their own carriages, driving their own horses, and came to the station and took us about the town and when spontaneously we admired the beauty of everything we saw, they said to us, "You would hardly suppose that only three years ago there was nothing here but sage brush." No such story, I believe, could be told of the state to-day.

My interest in California is a deep and binding one. I first became acquainted with this locality when I landed here after serving two years before the mast, when, in 1849, I became quite excited over the sudden discovery of gold, and I have watched the progress and growth of the state with great interest ever since. I am afraid we shall find many changes, immense changes, but whatever those changes may be, they cannot alter the beautiful surroundings of Pasadena. They cannot change its delightful climate, and we are finding here, and are sure we shall find while we stay here, that there is no change in the hospitality and hearts of its people.

Dr. FOX: Secretary Utley has a letter which he will read you at this time.

The SECRETARY: You will notice on your programs that the Rev. Dr. Robert J. Burdette was to have been with us to-night. I wish to read you a note from Dr. Burdette, who is in the East, to Mr. Wyer, the president.

Boston, May 6, 1911.

My dear Mr. Wyer:

I am sorry as a boy who has played hookey and is facing the consequences. But I will not be at home to welcome the A. L. A. to our city. I had planned to return home May 10th, but the Fates, remorseless old girls, have crossed my wires and opened my switches and marooned me in Boston, this state. I am studying the language. I have already learned to drop both "R's" in Harvard and to add a final one to "Africar." Cordially yours,

ROBERT J. BURDETTE.

An informal reception was held in the lobby of the hotel, at the close of the evening's program.

FIRST GENERAL SESSION

(Shakespeare Club House, Friday, May 19, 2:30 p. m.)

In the absence of President Wyer, Mr. Henry E. Legler, as temporary chairman

of the Executive board, called the session to order.

Mr. LEGLER: In the absence of the president, Mr. Wyer, the duty devolves upon me, as representative of the Executive board to call to order this, the Thirty-third Annual Session of the American library association.

We all regret Mr. Wyer's inability to be present with us to-day and we deplore the compelling cause that has made his absence inevitable. In this emergency the Executive board members feel themselves particularly fortunate in having been able to persuade some of the ex-presidents of the Association to preside at the several meetings which comprise the program for this conference. Into their capable and experienced hands, therefore, the sessions of this Association will be placed, and I take great pleasure in yielding the gavel of the presiding officer to Mr. F. P. Hill, ex-president of the American library association. (Mr. Hill takes the chair.)

The CHAIRMAN: At this, the Thirty-third Annual Meeting of the American library association, we meet with two unusual handicaps; first, the illness of Miss Nellie M. Russ, the librarian of the Pasadena public library, and second, the absence of our president, Mr. James I. Wyer, Jr.

We are gathered here in this beautiful auditorium at the invitation of the Shakespeare club, and I have pleasure in introducing to you Miss Anna L. Meeker, the president, who will extend to us a hearty greeting on behalf of the club.

Miss MEEKER: Members of the American library association: On behalf of the Shakespeare Club, I am most happy to welcome you to our club house. We appreciate the honor of entertaining so large a body of distinguished people. It is safe to say that never before has there so large an amount of book lore been packed within these walls. It seems particularly fitting that the American library association should meet in the home of a woman's club, for the libraries and the women's clubs are mutually dependent. The women of our clubs are steady patrons of our libraries, many of which have been founded by women's clubs. In our own state of California, before the state library covered the ground as completely as it does now, much of the energy of our women's clubs was spent in sending traveling libraries to communities where there were no libraries at all, and so a great deal of library work was done by women's clubs.

On the other hand, the woman's club would languish and die, perhaps, without the library. The library is the source from which we gather our mental food. It is our powder magazine from which we get our ammunition. It is our tool house from which we get our tools. The library is our school from which we get our training. It is the place in which we crystallize our ideas and it is our hospitable home where we are always sure of finding friends to talk to us. The library is essential to our well being and our well doing. Therefore, to you, representing all of the libraries of this great nation, our club is most happy to extend a cordial greeting and we are glad that you are here and we are happy to have the honor of offering you the use of our club house while you remain with us. We hope you will use it as freely as if it were your own homes. On behalf of the Club, I give you a most hearty welcome.

The CHAIRMAN: In speaking of the officers, or the ex-presidents who are to preside, it may be well, perhaps, to let you know how they will appear. To-day, the librarian of the Brooklyn public library; at to-morrow's session, Mr. C. W. Andrews of The John Crerar library will preside; at the next session, Mr. Henry J. Carr, librarian of the public library of Scranton; at the fourth session, Mr. A. E. Bostwick, of the public library of St. Louis; and at the fifth and last meeting, Miss Alice S. Tyler, of the Iowa library commission, who is not an ex-president simply because she would not stand for it, but who is an ex-vice-president.

A resolution of regret at the illness of Miss Nellie M. Russ, librarian of the Pasa-

dena public library, and of hope for her speedy recovery, was moved by Miss Alice S. Tyler, warmly and appreciatively seconded by Miss M. E. Ahern and passed unanimously by a rising vote.

The CHAIRMAN: The program which is before you has been planned altogether by the absent president, Mr. J. I. Wyer, Jr., of the New York state library. He even planned that the ex-presidents should preside, so that everything up to and including this moment was outlined by the foresight of our president. We all regret his absence and I am glad to know that the Executive board has prepared a resolution in relation thereto, which I will call upon Mr. Henry M. Utley, ex-president of the American library association and librarian of the Detroit public library to present.

Mr. UTLEY: I am sure we all share the disappointment and regret of Mr. Wyer, our president, that he is not able to be present on this occasion. That he is detained away is due to circumstances with which you are doubtless more or less familiar. The burning of the capitol building at Albany, or the wing of the capitol in which the state library was situated, resulted in the almost entire wiping out of that library, and the Legislature which is in session at this time, as I understand it, is considering a measure for the rebuilding and rejuvenation of the library itself. Under these conditions, it seems necessary that Mr. Wyer should be at his post of duty. Therefore, he has given up the pleasure and satisfaction which he must have expected to obtain by being present at this conference. But the Association is under obligation to him for the wisdom and thought and time which he has given in the preparation of our excellent program. I am sure we shall all appreciate its excellence as we proceed with its consideration from day to day.

Recognizing these conditions, and the circumstances which detained Mr. Wyer, the Executive board has adopted a minute in reference thereto, which I have been asked to present.

"The members of the American library association assembled in Pasadena for their annual conference, desire one and all, to express their regret that Mr. Wyer, their president, is detained at Albany by the duties and responsibilities of his office, and can not be with them and preside over their meetings. Regretting his absence for their own sake, they also realize the disappointment it must be to him to lose an opportunity which ordinarily comes to a man but once in a lifetime, and accompanies the highest honor which the Association can bestow.

They unite in sending him a message of encouragement and confidence as he takes up the difficult task of reconstruction made necessary by the calamity which lately swept away the great library of the State of New York, and left the nation poorer by the destruction of the precious collections of books and manuscripts, and by the interruption of beneficent and widely effective educational activities."

Mr. Chairman, I move you, sir, that this minute be spread upon the records of the Association and that a copy of the same be forwarded to Mr. Wyer.

The CHAIRMAN: You have heard the motion of Mr. Utley, is it seconded?

Mr. RIPLEY: On behalf of the California library association, I take great pleasure in seconding the resolution as read. The California library association, not to speak of the members of the American library association, have been greatly animated through the last year by the association with this extremely choice spirit of our profession, and we deeply deplore the unforeseen circumstances that prevent our coming in personal contact with this very livest of live wires.

The CHAIRMAN: Mr. R. R. Bowker, who, by the way, is not an ex-president, was also to second this resolution, but he is not in the hall at present. We have, with us, however, one who is not only a friend of the Association but a personal friend of Mr. Wyer. Will Mr. Burpee also second the motion?

Mr. BURPEE: I am sure that Mr. Utley and Mr. Ripley have expressed what we all feel in this matter. It must be a bitter disappointment to Mr. Wyer to be absent from this meeting, and it is equally disappointing to us. We miss Mr. Wyer not only as a friend, but also as one of the principal factors making for library prog-

ress in this country and throughout this continent. The destruction of the state library at Albany, it seems to me, is much more than a local loss, or a national loss. It is, in every sense, an international calamity. As president of a Canadian library association, and as a member of the American library association, it gives me very special pleasure to second this resolution.

The CHAIRMAN: Anything further to be said? If not, as many as are in favor of the resolution as presented by Mr. Utley, and seconded by Mr. Ripley and Mr. Burpee, will manifest it in the usual manner of to-day, by rising.

(The entire assemblage rose to their feet and the motion was passed unanimously.)

The CHAIRMAN: We trust that the Secretary will transmit this by lettergram to Mr. Wyer to-night. I am going to read a letter from him which he prepared in anticipation of not being able to be here and not as an answer to the resolution which has just been adopted.

Albany, N. Y., May 13, 1911.

Greetings to the A. L. A.

There is a possibility that I may not be able to reach Pasadena. Aside from the strenuous conditions immediately resulting from the destruction of the State Library, important pending legislation is likely to reach a stage at any day that will make it impossible to be so far away or so long absent from Albany.

No one who has been chosen president of the American Library Association willingly foregoes the honor and pleasant privilege of presiding over your annual conference. Nothing short of a great calamity such as that melancholy one, the stress of which threatens to detain me, would be counted a sufficient excuse for absence. Should it be imperative for me to remain at home, I can only hope that my plea of superior official duty will seem as adequate and convincing to you as it does to your president.

For six weeks he has confidently planned to be with you, and has steadily hugged the precarious hope that he might cross the continent to this meeting, in the face of the knowledge that at the last moment, or at almost any moment, events might so shape themselves as to make it wholly out of the question.

If finally he does not come, it will be only because it is quite clear that he has no right to be anywhere else than in Albany at this time—that there is too much now at stake, and that no reasonable conception of duty will warrant any other course. In this event the opportunity will be presented to utilize the corps of ex-presidents, those ornamental by-products of our organization. To their kind and experienced offices the conduct of the general sessions of the Association may confidently be entrusted, with the unique and attractive element of variety which has certainly much to commend it when contrasted with the monotony accruing to a series of meetings all conducted by the same person.

Should it be necessary to read these sentences, they are offered with the keenest expressions of regret, a regret which you can not feel in equal measure, but with every confidence that beautiful and hospitable Southern California, the five hundred enthusiastic librarians of the Golden State and the representative attendance now assured from all parts of the country will all conspire to bring about a thoroughly memorable meeting.

J. I. WYER, JR.

The CHAIRMAN: President Wyer's address will now be read by Mr. W. C. LANE, ex-president of the American library association and librarian of Harvard university, whom I have the pleasure of presenting to you.

Mr. LANE: You understand, of course, the address I am about to read is Mr. Wyer's address, and not mine. I am simply a voice, and nothing more. The subject of the address is

WHAT THE COMMUNITY OWES THE LIBRARY

For fifty years the free public library has been "finding itself"; has been trying to discover its precise point of attachment in a complex social order; has been determining and evolving its proper functions and seeking to fix the scope of its activities. During this experimental period there have been some excesses to curb, some fungous growths to lop off, and some mistaken policies to revise. These have been, however, but the natural marks of quick growth. They have revealed no fundamental malady or fault. All in all the notion of what a public library shall be and do has become steadily clearer and more definite. Through work preeminently characterized by earnestness and devotion

it has commended itself to the people, and its place in our intellectual life as an institution and not as an appurtenance seems pretty securely fixed. What the library owes the community has been often discussed, what the library can do for the community is being abundantly demonstrated every day in every corner of the land and will be demonstrated with more and more effectiveness each year. It is highly becoming that the library should thus first have considered its own debt and duties before inquiring too straitly into those of the public which it serves.

The obligations are not all on one side, however. There are some things which the community owes the library, certain things which the community can do for the library which it can not do for itself and which can be done for it only by the organized local government or by its influential individual members. Fundamentally every community owes it to itself to *have* a library. This is a statement which in the past it has been far more necessary to support by argument than now in the day of its general acceptance. It is perhaps not too much to say that the burden of proof has somewhat shifted and now tends to rest upon the state, city, county or village which neglects suitable library provision for its people. Once a library is started, however, and by the very act of starting, obligations are assumed which are less generally and clearly recognized than would be well.

Certain fundamental statutory provisions touching the organization and control of the library should be so shaped as to emphasize by law, and so executed as to establish by precedent and tradition, the fact that partisan politics and personal self-seeking have no place in the governing board of a library. No mere phrase in charter or statute will achieve this. No single mode of appointment holds sovereign virtue sufficient to insure the right sort of trustees. They will result only from the rooting and acceptance of a firm conviction that the library and school concern, not the externals of life—fire, water, police, roads and bridges—but the everlasting things of the spirit, the foundations of citizenship and character, and that on no account whatsoever shall their government be intrusted to that base metal which is welded into the links, wheels and shafts of a political machine. The ideal trustee is the active, clear-headed man of affairs, of large acquaintance with the city's business and its men of influence, who, if he does not believe thoroughly in the library, is open-minded and wholly free from pledge or prejudice, who knows or is willing to learn enough of its work to recognize its expert and specialized character, and so to avoid the melancholy confusion of legislative and executive functions which sometimes exists between trustees and staff. Such an appointive tradition and practice as is here urged is happily already widely prevalent in this country and yearly becomes stronger and is more consistently followed.

The community owes the library a competent staff as well as the right sort of trustees. It may be objected that the community has nothing to say about the personnel of the library staff. Indeed! Let a vacancy occur and every trustee will testify that numerous, insistent and very earnest citizens will instantly appear to urge certain candidacies on every ground except that of fitness as shown by temperament, training or experience. Well-meaning and high-minded trustees are constantly importuned, and too often consent, to favor a local candidate or one who needs the money and will work for very little, or somebody's sister, cousin or aunt, upon grounds wholly irrelevant and immaterial. Some communities which maintain public libraries and seem to take a sort of pride in them, have but the faintest conception of the splendid work which such institutions can do in the hands of a carefully chosen staff of trained and experienced people who are filled with the spirit of service. What can be hoped from a library administration which tacitly assumes either that a candidate's need is a sufficient measure of ability or that all the talent needed to manage a library in the best way

surely exists under the local vine and fig tree. This insistence on the mere accident of residence is one of the chief contentions of the merit system of civil service which librarians seem to be practically unanimous in condemning as thoroughly unsatisfactory for recruiting the staff in municipal public libraries.

The community owes the library a *reasonable* financial support. Reasonable is here a relative term. It may be defined roughly as the amount, not extravagantly disproportioned to the total city budget, which a thoroughly competent librarian can spend wisely. Perhaps fifty cents per capita is not unreasonable though it is likely that no American city yet spends so much. In fixing the amount of the library budget, the community (that is, the press, the city council, sometimes even the library board) often unjustly compares the total library expenditure of its city with others of about the same size, unjustly—because the bare statistics are the only factors that can really be compared and they tell no vital part of the tale. The real factors are the energy, interest and wisdom of the library board, the competence of the librarian and the staff, the excellence of the library buildings and equipment, and to a lesser extent the character and temper of the people. The people of many cities cheerfully pay a library tax twice that of other cities of equal size and would be instant to oppose a reduction, because the policy and conduct of the library have been wise and able and have won for it a cordial and tacit approval.

Yet the pet art of the demagogue bawling economy is to marshal meaningless figures intended to show that a large expenditure necessarily spells waste, when the truth is likelier to be that an unusually large appropriation shows an efficient administration which has been given the money because it has proved that it knows how to spend it wisely. The real waste is far oftener found in the very budget cited by the demagogue or the partisan paper to prove economy—a budget disproportionately small when compared with the size of the city, because an inert, incompetent administration has never won the confidence of the powers behind the purse. It is not just to a library or to any other municipal enterprise to start it and then starve it to the accompaniment of a running criticism of its inefficiency. Library and school finances sometimes suffer temporarily because of maximum tax levy provision in state laws and in city charters. These fiscal safeguards probably originated when tax-supported schools and libraries were dubious innovations, worth a trial perhaps, but innovations which must be carefully hedged about till their usefulness was proved. Now their usefulness is fully proved. No one seriously questions the propriety, the desirability nor the civic and social necessity of publicly supported and administered schools and libraries. The day is long past when statutory limitations on expenditures for education are regarded seriously. The history of library legislation shows that provisions limiting the tax levy to one-half a mill, one mill, two mills, or to any stated sum, are being constantly repealed or extended to reflect the growing willingness of the American people to invest in education and to emphasize their approval of the results which are being achieved. Why then, is there further need for such provisions at all? They are now purposeless hindrances set in the path of social and educational progress—they may add zest to the race but they assuredly delay arrival at the goal. The state and municipal fiscal machinery affords enough checks to extravagant appropriating without arbitrary and antiquated provisions in the organic and statute law. There is no recognized tax rate, expressed in mills, which by general agreement represents a fair, generous or proper appropriation for public library purposes. There never can be such a rate. Assessed valuations vary widely among the states. The rate in one state will produce twice as much money on the same valuation as in another. And worse than all—that imitation in legislation which has modeled so many state constitutions on that of Ohio, tends to perpetuate in library laws and city charters with too little regard for differing condi-

tions, the provisions which some other city or state has found salutary.

The community owes the library a tasteful, substantial, reasonably adequate building, the interior planned by library people for library purposes and the whole set upon a central site. Some of the most melancholy chapters in municipal library annals treat of bitter personal or sectional squabbles over where the library shall be located, out of what it shall be built, and the library buildings are many which were planned and erected before it became the fashion to let librarians have even as little to say about the interior as they now may. The library may not be housed in the city hall, a school house, in residence houses left as legacies, or in any building not primarily made for library purposes without serious administrative waste and loss of efficiency, and, more important still, without robbing the library and its work of the dignity and impressiveness which belong to it.

The entire community owes the public library open-mindedness, patience and a better understanding of its work and needs. This is especially true of those persons and institutions that are potent in civic affairs and in the making of public opinion—the press, public men, the pulpit, the chamber of commerce, etc. The city council should never consider the library budget as the measure of any party—it is above party—nor regard the library staff as offering even indirect opportunities for patronage. The press should be as ready to commend as to criticize and both praise and blame should be discriminating and informed. Public men and influential citizens should be ready to say a good word for the library whenever it is deserved and equally ready to lend a hand and render it a service when help is necessary, for a library, like most public institutions, will have its ups and downs, depending usually upon the personality and power of the librarian and the most interested and influential men on its board.

Once the community has decided to have a library its trustees and staff properly may assume that it wants the best possible library of size and scope commensurate with local conditions. This will require a home, books, competent help, in a word money. It will require more money than another community of equal size which is content with a library only half as good as it can be made. Out of this proper assumption, logically arise the obligations of the community to the library which have just been dwelt upon. These obligations depend upon and interact with those which the library owes to the community. Neither library nor community can furnish more than one of the oars by which the boat must be moved forward. A competent library board and staff without enough money is almost an unthinkable proposition for such a board and staff assuredly will get money. A good building and more money than the library administration can spend wisely is a commoner condition. There are more libraries that are not returning to the community in service full value for the money spent than libraries that are without money for wise and really necessary development.

In this somewhat formidable catalog of what the community owes the library, it must be ever in mind, despite the commercial sound of the phrase, that the community and the library do not occupy towards each other the usual positions of parties to a commercial contract where each is seeking his own gain and is willing to secure it at the expense of the other. In a business contract the privileges and emoluments ceded and alienated by each party are parted with absolutely for some real or supposed advantage ceded and received in return. The reciprocal obligations recognized between the library and the community, however, are but mutual privileges arranged between members of the same social family. No whit of good, no tithe of advantage can be lost to the larger community which includes both the library and its public, because of the fullest performance of their obligations by both parties. The resulting benefits are still "all in the family." There is, therefore, no excuse between library and community for that attitude of suspicion or distrust

which sometimes marks the strict enforcement of business contracts. There should be, there *must* be the frankest understanding, the heartiest cooperation arising from the knowledge that whatever benefits either library or community benefits both.

The CHAIRMAN: In introducing the next speaker I can do no better than to use a quotation from President Wyer's letter of instruction: "Mr. Wright is vouched for by Mr. P. B. Wright, no relation, by the way, who has promised for him an interesting, vigorous and stimulating address." Mr. WILLARD HUNTINGTON WRIGHT, literary editor of the Los Angeles Times, will speak to us on the subject

IS LIBRARY CENSORSHIP DESIRABLE?

Mr. Wright said in part:

Censorship unfortunately is not confined to public libraries, the most objectionable forms being found outside these institutions. Furthermore the problem of censorship is not so large an issue in libraries as the outsider supposes. Subterraneanly, however, it influences the board's selection of books. Though actively no intolerance may be shown, the principle is ever present. Censorship in libraries is an offshoot of the general practice of censoring letters, and censorship in general includes library censorship in particular, as the principle is the same.

Censorship has had a long and inglorious career, dating from the days of early Rome to the present. Primarily it grew out of a sense of racial preservation; was originally in the hands of the church; and to-day is composed largely of that Puritan prejudice which is a survival of mediæval superstition. Modern censorship is founded largely on the assumption that the sinner is the man of gaiety and impulse, and that the path of virtue is a highway of solemn reason, trodden only by serious minded folk. As a result stupidity and solemnity have been considered by censors as synonymous with morality.

The question of censorship hinges largely on the question of morality, and morality depends upon nationality, civilization and period of development. What is strictly proper and moral in the heart of Africa would not be acceptable to the standards set by Americans of the present age, and consequently many things would pass censorship there, which would be questioned here. Strictly the only proper literary censorship is that exercised over wildly anarchistic philippics, diatribes against the government or hortatory tracts advocating lawlessness. The expurgation of memoirs, or the exclusion of erotic novels from libraries are not acts of true moral censorship, but are really only the practical application of Puritan prejudices.

In literary censorship the term "immoral" is often confounded with "sexual," and in consequence the works of Boccaccio, Dumas *fils*, Pinero and Sudermann are often stamped as immoral when the murdering rascals of Hawthorne, Conrad and Conan Doyle, fully as immoral, pass muster at the library.

In all these instances the rascally and erotic heroes and heroines are made to reap their just deserts and as soon as this is accomplished, the book, philosophically speaking, becomes moral. Some, however, will argue that the moral lesson is a hypocritical subterfuge and that the charm of the book lies not in the moral dicta, but in the glamour of the crime. However this may be, it is an undeniable fact that books of ethical lectures and volumes of homiletics have never yet been tabulated among the best sellers; that it is a psychological fact that ethics and morality appeal to us not through reason but through the emotions, and that the more attractively clothed the moral precepts are, the more apt we are to read them.

Morality in its last analysis means but one thing—custom. The assertion that it means aught else places the ban of bigotry —or at least of incorrectness—on the person who makes it. Morality is the code of manners adopted by a people for its racial preservation. These manners are governed entirely by conditions. Thus as conditions have changed morals have changed; and as conditions are different in different countries, so are morals different in differ-

ent countries. Conditions and necessities are always transitional. Progress is merely a changing of values. All of these changes must have new codes of laws to govern them. The whole question of censorship hinges on the proper use of the word "moral." The confusion of immorality with sin leads many people into difficulties, although sin is no more invariable than immorality. However, a distinction must be drawn between immorality and sin. Sin depends altogether on the individual's or institution's private belief; while morality is whatever the majority of the nation sanctions.

Consequently any progress or upward step not sanctioned by the majority is really immoral, and nations have advanced by the courage of those who have dared to be "immoral." If the early nations had succeeded in preserving their morality, slavery would still be in vogue and the crucifixion of martyrs would still be enacted in order to preserve the morals of the community. Only in leniency toward immorality is progress possible.

We have a law limiting the amount of benzoate of soda for preservative purposes in food to one-tenth of one per cent. Suppose, though, that some obscure government official should suddenly decide that the one-tenth of one per cent of this salt was injurious; he could not forbid the manufacturers who came under his jurisdiction to make use of this chemical. But this is precisely the principle involved in literary censorship. The law of our nation permits the publication of certain books, containing the one-tenth of one per cent of preservative spice or of heretical doctrine, and the moral censor, standing outside the law, decides that these ingredients are not moral, and the book is excluded from public libraries. Thus, the law permits the publication of a book the circulation of which the moral censor inhibits. The unfairness of this sort of thing is obvious.

The danger of individual censorship, or of clique censorship, as opposed to legal censorship, lies in the fact that the one is governed by personal prejudice, belief and superstition; while the other is regulated by what has been found to be the best for the people as a whole. No matter what a prosecutor's own personal convictions may be, his prosecutions are governed by the printed law. But in the case of the censor, this does not hold. A censor may excise or abolish according to his individual opinion, irrespective of the fact that, from a legal point of view—which is the real moral point of view—the book is perfectly proper. It seems to me that it would not be at variance with the American ideals of government—which, after all, are founded on our composite ideals of justice and right—should librarians permit on their shelves any book whatsoever that the law countenances; provided, of course, there is a sufficient demand to warrant its purchase.

The CHAIRMAN: I have the pleasure of introducing Mr. ARTHUR E. BOSTWICK, librarian of the St. Louis public library, who will speak on the subject

THE EXPLOITATION OF THE PUBLIC LIBRARY

Two and a half years ago; or, to be more exact, on January 22, 1909, in an address at the dedication of the Chestnut Hill Branch of the Free library of Philadelphia, the present writer used the following words:

"I confess that I feel uneasy when I realize how little the influence of the public library is understood by those who might try to wield that influence, either for good or for evil . . . So far there has been no concerted, systematic effort on the part of classes or bodies of men to capture the public library, to dictate its policy, to utilize its great opportunities for influencing the public mind. When this ever comes, as it must, we must look out! . . .

"Organizations . . . civil, religious, scientific, political, artistic . . . have usually let us severely alone, where their influence, if they should come into touch with the library, would surely be for good . . . would be exerted along the line of morality, of more careful book selection, of judicial mindedness instead of one-sidedness.

"Let us trust that influences along this

line . . . if we are to have influences at all . . . may gain a foothold before the opposite forces . . . those of sordid commercialism, of absurdities, of falsities, of all kinds of self-seeking . . . find out that we are worth their exploitation."

There have been indications of late that the public, both as individuals and in organized bodies, is beginning to appreciate the influence, actual and potential, of the public library. With this dawning appreciation, as predicted in the lines just quoted, has come increased effort to turn this influence into the channels of personal or of business advantage, and it may be well to call the attention of librarians to this and to warn them against what they must doubtless expect to meet, in increasing measure, as the years go by. Attempts of this kind can hope for success only when they are concealed and come in innocent guise. It is extremely hard to classify them, and this fact in itself would indicate that libraries and librarians have to deal with that most ingenious and plausible of sophists, the modern advertiser.

But in the first place I would not have it understood that the use of the library for advertising purposes is necessarily illegitimate or reprehensible. If it is open and above board and the library receives proper compensation, the question resolves itself into one of good taste. The taste of such use may be beyond question, or it may be very questionable indeed. Few would defend the use of the library's walls or windows for the display of commercial advertising; although the money received therefor might be sorely needed. On the other hand, the issuing of a bulletin paid for wholly or in part by advertisements inserted therein is approved by all, though most librarians doubtless prefer to omit these if the expense can be met by other means. Under this head come also the reception and placing on the shelves of advertising circulars or catalogs containing valuable material of any kind. Here the library gets considerably more than its *quid pro quo*, and no librarian has any doubt of the propriety of such a proceeding.

Again, where the advertising takes the form of a benevolent sort of "log-rolling," the thing advertised being educational and the *quid pro quo* simply the impulse given to library use by anything of this nature, it is generally regarded as proper. Thus most libraries display without hesitation advertisements of free courses of lectures and the like. When the thing advertised is not free, this procedure is more open to doubt. Personally I should draw the line here, and should allow the library to advertise nothing that requires a fee or payment of any kind, no matter how trifling or nominal, and no matter how good the cause.

These thing are mentioned only to exclude them from consideration here. The library is really exploited only where it is used to further someone's personal or business ends without adequate return, generally with more or less concealment of purpose, so that the library is without due realization of what it is really doing. Attempts at such exploitation have by no means been lacking in the past. Take if you please this case, dating back about a dozen years: An enterprising firm, operating a department store, offered to give to a branch library a collection of several thousand historical works on condition that these should be kept in a separate alcove plainly labeled "The gift of Blank Brothers." Nothing so unusual about this. Such gifts, though the objections to the conditions are familiar to you all, are frequently offered and accepted. In this instance, however, the name of the branch happened to be also the name of the enterprising firm. The inference would have been overpowering that the branch had been named after the firm. The offer was accepted on condition that the books should be shelved each in its proper place with a gift label, to be of special form if desired, and that the donation should be acknowledged on the bulletin board. These conditions were not acceptable—a sufficient indication of the real object of the gift. Other cases might be cited, to say nothing of the usual efforts to induce the library to display commercial notices or to give official commendation to some book.

Several cases of the more ingenious attempts at exploitation having come to my notice during the past few months I set myself to find out whether anything of the kind had also been noted by others. Letters to some of the principal libraries in the country elicited a variety of replies. Some librarians had noted nothing; others nothing more than usual. One said frankly that if the people had been "working" him he had been too stupid to know it. But others responded with interesting instances, and one or two, in whose judgment I have special confidence agreed with me in noticing an increase in the number of attempts at this kind of exploitation of late.

I may make my meaning more clear, perhaps, by proceeding at once to cite specific instances which must be anonymous, of course, in accordance with a promise to my informants.

A photographer offered to a public library a fine collection of portraits of deceased citizens of the town. This was accepted. The photographer then proceeded to send out circulars in a way that rendered it very probable that he was simply using the library's name to increase his business.

A commercial firm, which had issued a good book on a subject connected with its business, offered to print for various libraries, at its own expense, a good list of works on this subject on condition that it should be allowed to advertise its own book on the last page. Submission of a proof revealed the fact that this advertisement was to be printed in precisely the same form and with the same kind of heading as information about the library given on the preceding page. The reader's inference would have been that the matter on the last page was an official library note. Of the libraries approached, some accepted the offer without finding any fault with the feature just noted; others refused to have anything at all to do with the plan; still others accepted on condition that the last page should be so altered that the reader could see clearly that it contained advertising matter.

A lecturer gained permission to distribute through a library complimentary tickets to a free lecture on an educational subject. When these arrived, the librarian discovered that the announcement of the free lecture was on the same folder with advertisements of a pay course. The free tickets were given out, but the advertisement was suppressed. Efforts of this kind are perhaps particularly noticeable in connection with the use of library assembly-rooms. There is no reason, of course, why libraries should not rent out these rooms in the same way as other public rooms, but it is usual to limit their use to educational purposes and generally to free public entertainments. Some efforts to circumvent rules of this kind are interesting.

Application was made to a library for the use of an assembly-room for a free lecture on stenography. On cross-examination the lecturer admitted that he was a teacher of stenography who desired to form a class, and that at the close of his lecture he intended to make announcement of his courses, prices, etc. He was told that this must be done outside the library.

It is very common, where the exaction of an admission fee is forbidden, to take up a collection before or after the lecture. When told that this is inadmissible, the lecturer sometimes takes up his collection on the sidewalk outside. There have been cases where employees of a library have embraced this opportunity to gather contributions. A colored janitor of a branch library was recently admonished for standing outside his own assembly-room door and soliciting money for a pet charity. Another janitor made a pilgrimage to the central library to collect from the staff. A classic instance of this kind is that of the street gamin who for several hours stood at a branch library door and collected an admission fee of one cent from each user. The branch was newly opened and its neighbors were unused to the ways of free libraries.

An example of the difficulty of deciding, in matters of this kind, whether an undoubted advertising scheme may or may not legitimately be aided by the public

library is found in the offer, with which all of you are familiar, of valuable money prizes for essays on economic subjects, by a firm of clothiers. The committee in charge of the awards is composed of eminent economists and publicists; the competitors are members of college faculties and advanced graduate students; the essays brought out are of permanent value and are generally published in book form. Under these circumstances many libraries have not hesitated to post the announcements of the committee on their bulletin boards. Others regard the whole thing as purely commercial advertisement and refuse to recognize it. One library at least posted the announcement of the competition for 1910, but refused to post the result. It would be hard to tell just how much altruism and how much selfishness we have here and the instance shows how subtle are the gradations from one motive to the other.

Advertising by securing condemnatory action of some sort, such as exclusion from the shelves, has also not been uncommon. This requires the aid of the press to condemn, abuse or ridicule the library for its action, and so exploit the book. The press, I grieve to say, has fallen a victim to this scheme more than once and has thereby given free use of advertising space ordinarily worth thousands of dollars. A flagrant instance of this kind occurred in one of our greatest cities about ten years ago. The work of a much-discussed playwright was about to be put upon the boards. A wily press agent, in conversation with an unsuspecting librarian, obtained an adverse opinion. The aiding and abetting newspaper, which was one of ostensible high character, proceeded at once to heap ridicule and contumely on the library and the librarian for their condemnation and exclusion of the play (which really wasn't excluded at all). The matter, having reached the dignity of news, was taken up by other papers and for a week or more the metropolitan press resounded with accusation, explanation, recrimination and comment. The gleeful playwright cabled objurgations from London, and the press agent, retiring modestly into the background, saw advertising that would have cost him $100,000, at the lowest estimate, poured into his willing lap by the yellow, but easy, press of his native burg. It is possibly unfair to cite this as an attempt to "work" the library—it was the public press that was ingeniously and successfully exploited through the library.

The fact that the mere presence of a public library is an advantage to the neighborhood in which it stands has led to numerous attempts to locate library buildings, especially branches, in some particular place. These are often accompanied by offers of building-lots, which, it is sad to say, have occasionally appealed to trustees not fully informed of the situation. I recall several offers of lots in barren and unoccupied spots—one in an undeveloped region whose owner hoped to make it a residence park and another in the middle of a flourishing cornfield, whose owner considered it an ideal spot for a branch library—at least after he had sold off a sufficient number of building lots on the strength of his generous gift. These particular offers were declined with thanks, but in some instances members of boards of trustees themselves, being only human, have not been entirely free from suspicion of personal or business interest in sites. Here it is difficult to draw the line between the legitimate efforts of a particular locality to capture a branch site and those that have their origin in commercial cupidity. Both of course have nothing to do with the larger considerations that should govern in such location, but both are not exploitation as we are now using the word.

A curious instance of the advertising value of the mere presence of a public library and of business shrewdness in taking advantage of it, comes from a library that calls itself a "shining example of efforts to 'work' public libraries for commercial purposes." This library rents rooms for various objects connected with its work, and finds that it is in great demand as a tenant. Great effort is made by property owners both to retain and to move quarters occupied for library pur-

poses. The board has recently refused to make selection of localities on this basis.

There is another respect in which the public library offers an attractive field for exploitation. In its registration files it has a valuable selected list of names and addresses which may be of service in various ways either as a mailing-list or as a directory. Probably there are no two opinions regarding the impropriety of allowing the list to be used for commercial purposes along either line. The use as a directory may occasionally be legitimate and is allowable after investigation and report to some one in authority. I have known of recourse to library registration lists by the police, to find a fugitive from justice; by private detectives, ostensibly on the same errand; by a wife, looking for her runaway husband; by persons searching for lost relatives; and by creditors on the trail of debtors in hiding. Where there is any doubt, the matter can usually be adjusted by offering to forward a letter to the person sought, or to communicate to that person the seeker's desire and let him respond if he wishes to do so. One thing is certain: except in obedience to an order of court, it is not only unjust, but entirely inexpedient from the library's standpoint to betray to anyone a user's whereabouts against that user's wishes or even where there is a mere possibility of his objection. If it were clearly understood that such consequences might follow the holding of a library card, we should doubtless lose many readers that we especially desire to attract and hold.

Of course the public library is not the only institution whose reputation has exposed it to the assaults of advertisers. The Christian ministry has for years been exposed to this sort of thing, and it is the belief of Reverend William A. Lee, who writes on the subject in "The Standard," a Baptist paper published in Chicago, that in this case also increased activity is to be noted of late. Persons desire to present the minister with a picture on condition that he mentions the artist to his friends; to give him a set of books or a building-lot that his name may be used to lure other purchasers; they even ask him for mailing-lists of his parishioners' names. "I am constantly being besieged," says Mr. Lee, "by agents of divers sorts, and of divers degrees of persistency, for indorsements of patent mops, of 'wholesome plays,' of current periodicals, of so-called religious books, of "helps" almost innumerable for church-workers and of scores of other things which time has charitably carried out of memory."

It is refreshing to find that the kind of library exploitation most to be feared seems not yet to have been attempted on any considerable scale or in any objectionable direction. I refer to interference with our stock and its distribution—an effort to divert either purchases or circulation into a particular channel. My attention has been called to the efforts of religious bodies to place their theological or controversial works on the shelves of public libraries. When the books are offered as donations, as is usually the case, this is hardly exploitation in the sense in which we are considering it, unless the library is so small that other more desirable books are excluded. A large library welcomes accessions of this kind, just as it does trade catalogs or railroad literature. Attempts to push circulation are occasionally made, but usually without success.

But up to the present time it is the glory of the public library that it knows neither North nor South, Catholic nor Protestant, Democrat, Republican nor Socialist. It shelves and circulates books on both sides of very possible scientific, economic, religious and sectional controversy, and no one has raised a hand to make it do otherwise. We should be proud of this and very jealous of it. As we have seen, there is some reason to think that newly awakened interest in the public library as a public utility has led to increased effort to gain its aid for purely personal and commercial ends. Naturally these interests have moved first. It is comparatively easy to steer clear of them and to defeat them. But attempts to interfere with the strict neutrality of the public library and to turn it into partisan-

ship in any direction, if they ever come, should be at the earliest betrayal of their purpose be sternly repressed and at the same time be given wide publicity, that we may all be on our guard. We may legitimately and properly adopt a once famous and much ridiculed slogan as our own, in this regard, and write over the doors of our public libraries "All that we ask is, let us alone!"

The CHAIRMAN: Now, I hope you will remain a few moments to listen to the reports of the Secretary and of the Committees. Most of the committee reports have been distributed by placing them upon the chairs in the hall and will not be read.

It falls to my pleasant lot to introduce Mr. George B. Utley, a worthy successor in the line of A. L. A. secretaries, who will now present the Secretary's report.

SECRETARY'S REPORT

The report which is here presented covers so far as a written statement can the work of the Executive office since the report made by Mr. Hadley at the Mackinac conference. Mr. Chalmers Hadley, who became Secretary on October 1st, 1909, resigned in January of the present year to accept the librarianship of the Denver public library, and the present occupant began his work at the Executive office on February 13th.

The Executive office finds itself still in possession of the roomy and commodious quarters generously given by the trustees of the Chicago public library and of the excellent equipment donated by the Chicago library club, and the year's tenure has only deepened our feelings of gratitude and obligation for these beneficent acts which have gone so far toward making possible an Executive office for the Association. We are also the recipient of many other courtesies; from the Chicago public library, light, heat, excellent janitor service, and many acts of kindness on the part of the staff which help the work very materially; from Mr. C. W. Andrews the free services of his treasurer's assistant when the service of a notary public is needed, which happens at least once a month; from Mr. Henry E. Legler, the personal loan of pictures and furniture; and free clerical assistance from a number of friends of the work, which has enabled us at rush times to do more than our limited appropriation would have permitted.

The present Secretary, as did, I am sure, his predecessor, feels that certain phases of the work are materially assisted by the fortunate location of the offices in the same building with a library of no mean reference facilities and in close proximity also to two of the choicest reference libraries in the country. During the past year Mr. Hadley succeeded in organizing much more perfectly the routine of the office than was possible the first few months, and the work is now moving forward with considerable smoothness. It is not necessary to remind the membership that the ordinary business routine of the office, about which little needs to be said in an annual report, is nevertheless the part that takes the most time, that which must be attended to before excursions are made into fields of new activities, and which increases steadily in proportion to the success of the work accomplished. The editing of the Bulletin and various publications of the Publishing board, the reading of large quantities of proof, the sale of publications with the attendant mailing, billing and bookkeeping, the distribution of the Bulletin and the Booklist, the necessary bookkeeping of membership dues, changes of addresses of members, attending to a correspondence averaging 35 to 40 letters per day, preparing copy for advertisements, arranging contracts with printers, and making the business arrangements for the annual conference and mid-winter meetings; all these and many other matters must be regularly looked after each month as they come up. The remaining margin of time has been filled with a variety of activities of which it is only possible to give a suggestion, as work of this character is not easily classified, or reduced to statistics. The Secretary feels that the work of the Executive office is intensely interesting and responsible and fully deserving of the very best

thought and brain and business acumen that can be brought to bear upon it, and earnestly hopes that the efforts of the headquarters office are contributing in some measure at least to the increase of efficiency in modern library development.

The Executive office receives an immense amount of correspondence from library workers in all parts of this country, of the continent of Europe and of the world, letters not only coming to us from every state of the union and every province of Canada, but from Mexico, Cuba, Porto Rico, South America, England, Germany, France, Norway, Russia, Bulgaria, China, Australia, Hawaii and Straits Settlements. This correspondence is an able argument for the service that an Executive office can render to a very wide circle of workers. In most instances the Secretary has been able either to give the desired information or to direct the inquirer to the proper source for obtaining it. It can readily be seen that such a mass of correspondence occupies necessarily a considerable amount of the Secretary's time. As the Secretary pointed out in his last annual address, frequently the advice sought was of sufficient importance to require considerable thought and preparation in replying. Among the many items of information which have been asked from the present occupant in the past two months it may be of interest to show their trend and scope by recalling the following: Assistance on book purchases from a library in Mexico; how to start a free library in a town of 800 people; establishment of a library school in Russia; information on library laws for use in Norway; particulars on our civil service system from a government official of Bulgaria; how one may learn to become an expert indexer; whether it would be well for a small village library and a small college library to combine; assistance in establishing a library commission in a state now without one; suggestions for a reading list for a boy's summer camp; opinion regarding the value of certain designated juvenile books for library use; correspondence and personal conference with several persons regarding proposed additions to their library buildings; etc.

In his report last year the Secretary outlined the publicity work of the Executive office, calling attention to the various articles written for newspapers and other periodicals, for encyclopedias and annuals and for convention bureaus and commercial clubs. Mention was also made of the publicity given through library school lectures, through the sale of publications to non-members, as well as through official representation at various state meetings and through other agencies. As very much the same policy has been carried out the past year it is unnecessary to repeat in detail these employed methods. Along some lines the office has been enabled to do more publicity work than last year, but, as pointed out by Mr. Hadley, more money is needed for this work, though a certain amount can be accomplished on the present income.

During the year the Secretary has recommended about thirty librarians to positions, about half of whom received appointments; has been consulted regarding building plans by nearly twenty librarians or library trustees; has sent plans of buildings and photographs to eleven different cities; secured a valuable lot of magazines for one library; helped to select books for purchase by one of the three U. S. penitentiary libraries; and sent exhibits of library publications to Germany and to Russia. These exhibits were sent at the request of Hugo Münsterburg and Count John Tolstoi, respectively.

Library building plans are proving very useful. Many requests are received for loans. We wish we might receive plans of all libraries erected in the past eight or ten years. Such a donation would be a real help to the cause of greater efficiency in library administration, and would not be a very great expense to the contributing libraries.

About one-fourth of the time of the Secretary, and about three-fourths of the time of the other staff members are occupied in work connected with the Publishing board. It is not necessary, however, to speak further of this feature of the Secretary's activities as the report of the A.

L. A. Publishing board covers this with sufficient fulness. The office has sold 10,273 copies of its various publications at an aggregate cost of $4,778.12.

Membership. The Association needs more members, institutional and individual, and I believe just as firmly that the individuals and the libraries need the Association. Throughout the year a systematic and continuous campaign for new members has been conducted, and although our efforts have gained a fair addition of new names the number is woefully small compared with the total number of library workers in the country.

Every library that has an income of at least $5,000 a year ought to belong to the A. L. A. both for its own good and for the help it can render the Association by its membership fee, and every librarian and library assistant whose salary is not less than $60 a month would find it a personal asset and an advantage to be allied with the national association. Many a library board who have decided they could not afford to have their institution placed on the membership roll would unhesitatingly vote five dollars a year for periodicals which are of far less service than the A. L. A. Bulletin and Booklist, which are secured free through membership, to say nothing of the other very substantial benefits derived.

In addition to our desire to enroll a large number of libraries as institutional members, and entirely in addition to the pecuniary profit which membership brings to the work of the Executive office, we would like to welcome to the Association a host of library workers, in order that they may have the feeling of being a part of a great organized professional movement, of being one in a vast fraternity working for the uplift of their respective communities. We earnestly request librarians to recommend membership in the Association to their staff members. This, we are confident, can be tactfully done in a way to preclude any suspicion of duress on the part of the chief and to impress the assistants that it is solely for their good and advantage that the suggestion is made. A number of trustees are already members of the Association, several having recently joined. We recommend to librarians that they extend a cordial invitation to join the A. L. A. to members of their boards, explaining to them the advantages accruing, and the opportunity, on their part, by a very small outlay, of aiding in library development beyond the confines of their own community. The library horizon of the average trustee would be considerably broadened by the perusal of the papers of such a conference as we are now holding, and he might look at things thereafter more nearly from the same point of view as his librarian. The membership is far more than national, it is world-wide. Besides having our members in every state in the union, and in nearly every province of Canada, our Bulletin goes to members in England, Scotland, France, Germany, Norway, Denmark, China, Japan, India, Australia, New Zealand, Hawaii, Philippine Islands and Porto Rico. If the Secretary could find the time for the necessary correspondence our membership could undoubtedly be widely extended among the libraries of Great Britain, as only two of the English libraries are now institutional members. The Secretary hopes to take up this matter in the near future and suggests that as a return courtesy some of our large libraries join the British library association and receive their official publications.

For the year 1910 only fourteen members of the Association were registered from Canada. The Secretary hopes to induce more of our Canadian cousins to take an active part in the association. Here too he can be greatly assisted if Canadian librarians who are interested in the Association will urge membership to their friends when attending local meetings or writing other librarians. If an official representative of the A. L. A. could attend some of the provincial library association meetings, good returns in membership would probably result.

There are at the present time 284 institutional members in the Association. The Secretary has recently addressed a special letter to the boards of about 350 libraries

in various parts of the country placing before them the advantages of membership and heartily inviting them to join the Association. This will, we hope, result in quite a list of new members. California has more members, both institutional and individual, than any other state west of the Mississippi, and it is a pleasure to report this fact here on California soil. But we suspect that even California has some librarians who have not yet found their way into the folds of the A. L. A.

On May 4th there were 2,118 members enrolled, of which 284, as stated above, were institutional members. From May 15, 1910, to May 4th, 1911, 296 new members have joined the Association as compared with 154 for the nine and one half months preceding—of this number 53 were institutional members, and by a strange coincidence in numbers 53 of the 154 new members of 1909-10 were also institutional members.

Notices regarding dues for 1911 were mailed the first of January; second notices were sent out the first part of April, and at the close of this conference third notices will be mailed, accompanied by a letter urging librarians not to let their membership lapse, and informing them that those who fail to remit before July 1st, will no longer be regarded as members. Until we know how many fail to respond to this notice it will be impossible to state the net increase in membership over last year, but there will probably be some gain. In 1910, 320 new members joined the Association, but 137 allowed their membership to lapse.

It is a serious problem how best to combat the tendency to let membership lapse when the member cannot attend the conference. If those who join the Association with the serious desire and intention to receive good and impart good find that they cannot attend the annual conference they should be all the more desirous of having the conference come to them in the form of the printed proceedings. This point of view we are endeavoring to force to the attention of delinquent members. We sincerely trust that many library workers on this coast who have joined this year because the conference has been accessible to them will see wisdom in this position and will see to it that even though the next conference may not be near enough for them to attend they will keep in touch with the national movement by having the conference come to them in print.

In urging and discussing membership extension the Secretary feels the firm conviction that however much the Association may profit financially by an increased membership that the institutions and individuals who join reap far more benefit, and that to persuade persons to join the A. L. A. is to bestow on them far more advantage than is represented in the small fee which is annually levied.

A. L. A. Representatives at Other Conferences. The policy of sending official representatives of the A. L. A. to state library meetings proved even more popular this past year than ever before and more invitations were received than could be accepted. Unless, however, the pressure of work at headquarters was too great, or a conflict of dates prevented, either Mr. Hadley or some other delegated representative responded to these calls from state associations. Unquestionably mutual benefit has resulted from this interchange of speakers and the policy has broadened the horizon of many library associations.

Following the Mackinac conference Mr. Hadley was invited to lecture at five summer library schools, and three of these invitations were accepted. One talk was given on the A. L. A. and its work before the Minnesota summer library school, and the "Place of the library in a community" was discussed before all the departments at the University of Minnesota. A talk on the same subject was given at the University of Iowa, at Iowa City, Iowa, and a general address was given at the Indiana summer library school, Earlham College, Richmond, Indiana.

In the latter part of September upon invitation from the University of North Dakota, Mr. Hadley represented the A. L. A. at the exercises incident to the inauguration of Dr. F. LeR. Macvey, as president

of that University. The A. L. A. was one of twenty-five national organizations represented on that occasion. As these exercises were attended while the Secretary was on his way to the meeting of the North Dakota library association no expense was incurred either by the A. L. A. or by the state association. At the North Dakota meeting, Sept 30 and Oct. 1, Mr. Hadley spoke on "Affiliation of the state association with the A. L. A.," and also helped to conduct a meeting of the trustee section. On this trip he gave an address before the State normal school and opened the citizen's free lecture course at Fargo with a talk on the American public library.

From North Dakota the Secretary went to Fairmont, Minnesota, to attend a meeting of the Minnesota library association, Oct. 4-6. Here he also spoke on the subject of State affiliation with the A. L. A., and gave an address before the general public on the "Place of the library in a community."

Mr. Legler represented the A. L. A. at the Illinois state meeting at Rock Island, Oct. 11-12, and spoke on "Extension work of the Chicago public library," and Mr. Hadley also attended in order to speak upon the subject of state affiliation with the A. L. A. Following this meeting the Secretary attended the Iowa state meeting at Davenport, Oct. 11-13, speaking on the state library association and its work, and also on the subject of affiliation with the A. L. A., and going on from there to Abilene, Kansas, to the Kansas state meeting, Oct. 13-14. Here he spoke on the importance of a state library commission and what it means to library work.

The Nebraska state meeting, held at Lincoln, Oct. 19-21, was attended officially by Mr. Legler who gave an address on the subject, "What of the rural library?"

Mrs. Elmendorf, first vice-president of the A. L. A., attended the Michigan meeting at Jackson, Oct. 18-19 and spoke on "Children's right to poetry."

Dr. Bostwick attended, as the official representative of the A. L. A., a meeting of librarians at Little Rock, Jan. 26, at which time the Arkansas library association was most auspiciously and enthusiastically organized and launched. Dr. Bostwick's principal address was on the subject "The public library as a public utility." He also addressed the business session and spoke on the subject of the public library movement before the Senate and House of Representatives. Although Mr. Hadley was unable to attend this Arkansas meeting he helped to draw up the plans for it.

The present Secretary attended the Wisconsin state meeting at Milwaukee, February 22-23, and spoke on the work of the A. L. A.

Mr. Wyer attended the Atlantic City meeting of March 9-11 and gave an address, "Outside the walls," and also discussed state affiliation with the A. L. A. Mr. Legler attended the Georgia state meetings at Athens, April 17-19, and gave the principal address.

In addition to these attended meetings Mr. Hadley spoke before the Milwaukee library club on the American library association and its work and at the Wisconsin state normal school, in Milwaukee, on "The Place of the American Library." The Secretary was obliged to decline invitations from the State association of Indiana, Ohio, Kentucky and North Carolina, owing either to conflicting dates or pressure of work at the Executive office.

Changes in Officers and Committees. Mrs. H. L. Elmendorf, upon election to the position of first vice-president, resigned as one of the two members of the Executive board whose terms expire in 1911 and Miss Alice S. Tyler was designated by the Executive board to serve pro tempore, until 1911, to succeed Mrs. Elmendorf.

Chalmers Hadley's resignation as Secretary of the A. L. A., in January has already been recorded elsewhere in this report.

Asa Don Dickinson resigned in January from the Committee on work with the blind, and J. L. Gillis was appointed to succeed him.

The present Secretary succeeded Mr. Hadley as member of the Program committee.

Necrology. During the year the Association has suffered the loss of eight of its members by death. The list includes a charter and life member who had served as treasurer; three library trustees who had sufficient interest in their trusts to look for support and inspiration beyond their local library horizons, and one who by his winning personality, his desire to be a "friend to man," and his accomplishments in the world of letters had endeared himself in the hearts of all of us whose fortune it was to know him.

Sam Walter Foss, librarian of the Somerville (Mass.) public library, and widely known also as a poet and lecturer, died February 26, 1911. Mr. Foss joined the Association in 1899 (No. 1851) and attended the conferences of 1899, 1900, '01, '02, '03, '04, '06, '09. He served the A. L. A. as chairman of the finance committee 1904-1906.

James Madison Pereles, for 18 years president of the board of trustees of the Milwaukee public library and chairman of the Wisconsin free library commission since 1905, died December 11, 1910. Judge Pereles joined the A. L. A. in 1908 (No. 4514) and attended the Minnetonka conference.

C. A. Preston, of Ionia, Michigan, died October 2, 1910. He joined the A. L. A. in 1910 (No. 4973) but had attended four conferences.

Cass Richardson, who was with E. P. Dutton & Co. for many years, died June 9, 1911. He joined the Association in 1903 (No. 2758), and attended the conferences of 1903 and 1908.

Mary W. Taylor, librarian of the Bureau of chemistry, Washington, D. C., since October, 1905, died December 13, 1910. Miss Taylor joined the A. L. A. in 1904 (No. 3108) and attended the Minnetonka conference.

Frank J. Thompson of Fargo, N. D., died Feb. 25, 1910. He was a director of the public library of Fargo, North Dakota, and for a time librarian; one of the founders of the North Dakota library association and its first president; active in the creation of the North Dakota library commission and its first president. He joined the A. L. A. in 1906 (No. 3972). He never attended any of the annual conferences.

Henry Mitchell Whitney, librarian of the James Blackstone memorial library of Branford, Connecticut, since 1899, died March 26, 1911. Before entering library work he was for many years a professor in Beloit College. Mr. Whitney joined the Association in 1886 (No. 568) and attended the conferences of 1886, 1900, 1902, 1905 and 1906.

James Lyman Whitney, formerly librarian of the Boston public library, died at his home in Cambridge, September 25, 1910, after a professional service of nearly forty-one years. In 1868 he became assistant librarian of the Cincinnati public library, but the following year began his long connection with the Boston public library. From 1874 to 1899 he was chief of the Catalog department; from 1899 to 1903 he was librarian; but finding the duties too onerous for his advanced years he resigned as librarian in 1903 and was appointed chief of the department of documents and statistics and of the manuscripts. As a bibliographer and man of learning Mr. Whitney will long be remembered. Although not the author of the card catalog he did much to perfect its system and was one of its chief developers. He was a charter member (No. 59) as well as life member of the A. L. A., treasurer from 1882 to 1886, and an attendant at ten conferences of the Association, namely 1876, 1879, '82, '83, '85, '86, '96, '99, 1900 and 1902. He also attended the international conference at London in 1897. For further particulars see "Library Journal," v. 35, no. 10, p. 478; v. 36, no. 3, p. 146.

Mrs. Agnes Fairbanks Willard, trustee of the St. Johnsbury (Vermont) Athenaeum, died March 15, 1910. She joined the Association in 1902 (No. 2512), and attended the Magnolia and Bretton Woods conferences.

The following persons at various times belonged to the Association but were not members at the time of their death:

George Hall Baker, librarian emeritus of Columbia university library, died March 27, 1911. Mr. Baker joined the Association in 1885 (No. 478), and attended the confer-

ences of 1885, '86, '90, '92, '93, '94 and '97. For further particulars see Library Journal, 24; 231.

Prof. Edward W. Hall, librarian of Colby College, died September 8, 1910. He was one of the early members of the Association, joining in 1877 (No. 76) and attended three of the early conferences.

Thomas Wentworth Higginson, historian, author, minister, soldier, for many years trustee of the Cambridge, Mass., public library, died May 9, 1911. He joined the Association in 1897 (No. 1566). So far as recorded, Col. Higginson attended none of the annual conferences.

Miss Mary F. Macrum, of the staff of the Carnegie library of Pittsburgh, died November 1, 1910. She joined the A. L. A. in 1896 (No. 1481) and attended four conferences.

Edward W. Mealey, trustee of the Washington County free library of Hagerstown, Maryland, died April 28, 1910. He joined the Association in 1901 (No. 2298) and attended the conference of that year.

James H. Stout, of Menomonie, Wis., a friend of libraries and active in library legislation and development, died December 8, 1910. He joined the A. L. A. in 1896 (No. 1518) and attended two annual conferences.

Rt. Rev. Alexander H. Vinton, bishop of the Protestant Episcopal diocese of Western Massachusetts, died Jan. 18, 1911. He joined the Association in 1889 (No. 769), and attended the conference of that year.

The following reports were then read by title, received and referred to the Program committee:

COMMITTEE ON CO-ORDINATION

At a meeting of the Committee on Co-ordination, which was held at Mackinac last summer, the Committee decided that its Report for the ensuing year should consist of a short series of special reports on divisions of the general subject.

As a result, the following papers have been prepared by the gentlemen whose names are appended to them. They are now submitted as the Report of the Committee on Co-ordination.

C. H. GOULD,
Chairman.

Exchange of Duplicates

The public library of Cincinnati has sent away tons of bound newspapers and unbound medical periodicals, and has other tons which it would be glad to send to any library of standing willing to accept them. What little has been received in return has been selected at great labor, and probably unprofitable labor, from lists of duplicates offered by other libraries. In a few words, the experience of the public library of Cincinnati in the exchange of duplicates has not been satisfactory, relief will now be sought in the auction room. But there are still exchange enthusiasts, and that this report may not seem biased, we give the views of two of these.

The first writes: "My experience has been that duplicates, unless they are books of some considerable rarity or costliness, do not sell for enough in the auction room to make that a very profitable device for handling them. I much prefer to send the titles to other libraries, when I can find a man who looks at the thing in the large and who will take what he wants and give me the same opportunity to select from his duplicates. A man who desires, however, to figure out to a cent the value of each duplicate, and is always fearful lest perhaps he does not get his fair share in return, it is not of much use to bother with. I think a very generous policy on the part of libraries in exchanging duplicates, where there is a reasonable chance of return, is, on the whole, the best way of disposing of them, but the process must be reduced to a business system. Our own plan is to file away duplicates as they are received in a numerical order, this order being the key to the whole situation. A rough author entry is made for each duplicate and these entries are then sent, when a sufficient package has accumulated, to some library with which we have exchange relations. They select anything they desire and return the slips to us. We can quickly find,

by the numbers, any given duplicates and ship them by freight. The expense of the entire transaction is not great, and, according to our experience, the returns abundantly warrant the time and cost of the transaction. My own feeling is that this is a more desirable thing for libraries to do than to attempt to get money out of their duplicates through the auction-room.

"One other way of obtaining money from them, however, is also feasible. I always go through the book wants columns in Publishers' weekly each week and send out from a dozen to twenty cards in response to titles asked for. Of these I usually sell enough so that the entire money receipts for the year represent practically all the expense that is put into our duplicate collection. In this way I feel that whatever we get out of our duplicates in the shape of exchanges is so much to the good.

"I do not know as this will be of the slightest value to you but I infer from your letter that you are not much of a believer in the exchange of duplicates, and consequently I have written a little more at length to show you that in our case, at least, the trouble of handling them seems to be quite worth while."

The second advocate of exchange is convinced that while it takes a great deal of labor to handle duplicates through correspondence, yet the results are usually encouraging. Exchange work draws libraries closer together and promotes co-operation. "In medicine" he says, "we have acquired thousands of dollars' worth of journals through exchange and these have been in better shape and more complete than similar material bought from some of the New York medical booksellers."

The above divergent views appear to us to formulate the chief arguments for and against the auction-room as a substitute for direct exchange of duplicates between libraries; also the arguments for and against such direct exchange. Both plans have disadvantages which, in the opinion of a third correspondent, go to show that a regular clearing house for duplicates is really essential. But, as he looks at the question, the clearing house, if it is to be thoroughly effective, should be connected with one, or more, great libraries: not much could be expected of it, if it were operated by itself. N. D. C. HODGES.

Co-ordination in Library Work in California

The term "state library" has almost as many meanings as there are states in which the institution exists. In some states it is a law library, owned by the state, and operated for the use of state officials. In some, the state library is a historical department, devoting its chief energies to the collection of material bearing upon the state's history. In some, it is a division of the state's educational system. And in some, the state library is a general collection of books.

To appreciate fully the work of co-operation and co-ordination already accomplished in California, and the possibilities for still broader work along this line, it is necessary to understand just what the term "state library" means in California, and the plan of its organization. The California State library is a library for the entire state, and its first great advantage is that it is made up of all those departments usually operated by commissions, historical societies, law libraries, and so forth. These different activities are united under one management, with one head, and thus the first great step in co-ordination is taken, since each department operates as part of a whole, dovetailing into each other part, but with no over-lapping of parts, nor chinks and spaces between. The California State library thus comprises the following departments: Books for the Blind, Californiana, Catalog, Documents, Law, Legislative Reference, Reference, and Traveling Libraries; and all are equally in the service of the entire state. The State library is moreover entirely independent of any other organization, being a complete unit in the state government, able to initiate and promulgate whatever is for the best library interest.

The second great advantage which is enjoyed by the California State library

and which makes possible a free play for co-ordination, is the elasticity of the laws creating and governing the institution. No hampering restrictions require legislation authorizing any enlargement of the work; and no iron-clad appropriation fixes the amount to be paid for a salary, or for books, or for other equipment. On the contrary, the management is left absolutely free to follow its own judgment in establishing or discontinuing any policy; and the funds are appropriated in lump, to be paid out as necessitated according to the policy adopted by the institution. As a result, this freedom, both in policy and in expenditures, makes possible a line of action scarcely to be hoped for in less favored states.

With these two points gained, then, for complete freedom of action, namely, a union under one management of all state activities in library work; and second, freedom from any restrictive legislation, the California State library desired to find the most efficient means of reaching all the people of the state. The well perfected engine and machinery stood ready, the fuel and cargo were at hand, but sufficient track and stations were lacking.

It must not be understood that municipal libraries do not offer means of co-ordination with the state library, for the state library supplements in every way any library in the state which asks such assistance. The fact remains, however, that an infinite multiplication of municipal libraries in California would not reach the entire people, nor, acting independently, would they make for that co-ordination which is more and more becoming the accepted slogan of the library world.

It was necessary, then, to find some agency by which all the people could be reached, and through which the State library could become supplemental to the needs of the entire people. That agency has been found in the county free library, which, together with those municipal libraries that prefer to act independently, will cover the entire state area; and it also affords opportunity by which the work of every library in the system may be completely co-ordinated, no two libraries uselessly wasting time in covering the same ground, but each one covering thoroughly the ground it starts out to cover. And this is how it is being done:

In the counties which are operating county free libraries, the central library at the county seat owns all such books and material as is in usual demand in the county, and can be worn out there. Branches are established in different parts of the county, through which the books reach all the people. Each branch keeps the books only as long as it has use for them. Books desired but not found in the collection are supplied from the central library.

These branches are capable of development in an infinite variety of ways, but their aim is always to satisfy all the reading needs of the particular community. Nor is a community limited to one branch; it should have as many as the varied interests need. Every activity is to be served, and can always be served more effectively from a central reservoir of books than when each activity attempts to serve itself independent of any other library. In one small community there are already three branches—one for general use, one for a woman's club, and one in the high school, with a fourth contemplated, to be placed in the packing house, and to be made up of books for general reading, and also on that particular fruit industry. Railroad shops, factories, chambers of commerce, municipal reference reading rooms, newspaper establishments, will have their special collection bearing upon their technical problems. Hospitals, asylums, prisons, reform schools, and all county and state institutions will be provided with branches of the county free library; for we believe that each institution, whether county or state, should receive library service from the county in which it is situated, the same argument applying to this as to other service, namely, economy, professional oversight, care of books, access to greater collections, a supply of books most appropriate to the needs of the borrowers, etc. Hence each county will consider any such insti-

tution as an integral part of itself, to receive county free library service just as logically as the general public or the school or the clubs.

Already several counties are turning over to the county free library their teachers' library, and the various district school libraries with the money levied for their support; for the school people know full well that the best results can be obtained by this correlation of work, this wider exchange that will result, the economy in purchase, the care for books beginning to wear out, and a wiser choice than the teacher has often time to make.

More often than not, the law libraries of the various counties are unavailable because of lack of care and cataloging. The county free library is helping to put them on a usable basis, and take charge of their care and distribution.

By all these various ways of developing branches of the county free library, a high degree of efficiency can be obtained and economy of effort and expenditure result. But just as great opportunities for co-ordination of effort are possible between county free libraries. The informal lending of books across the border is but a first step leading to formal arrangements for loans between the different centers, for it will not be long before each county will have collections developed along certain lines, which will be available to any other county. Another formal arrangement about to be adopted is a borrower's card, enabling the patron to borrow not only from any branch within the county, but from any county free library in the state.

With the counties taking care of the ordinary demands of their readers in this thoroughgoing manner, the State library is left to its legitimate business of further building up its permanent collections of material which have a permanent value, and which will mean something more to the people of the state than a collection of traveling libraries possibly can. At present, where county free libraries are just beginning, the State library is helping them with such material as they cannot afford to purchase. When they are once in running order, however, they will own all the material which can be worn out in their own county, and the State library will supplement them with all material which they are not justified in purchasing either because of cost, scarcity of request, or infrequent periodic recurrence of use. To this end the State library will build up particular collections of music such as would be sought by the advanced student or the composer. Books for the blind are already available from the State library, and will be added to by the state rather than by the county, for no county could at present be justified in maintaining a collection, since demands would be too infrequent. The State library tried the plan of keeping collections for the blind in different places, but it was not satisfactory, owing to the impossibility of having enough books of different type, and to satisfy the various classes and ages of the readers. A supply of material for visual instruction, such as slides, stereoscopic views, illustrations, mounts, and moving pictures is also being made.

We recognize the bearing upon co-ordination of the questions of storage, and means of information as to where any material is available, such as a union catalog will give. No definite plans have matured, however, for either, beyond legislation making it possible to establish branches of the California State library at Los Angeles and at San Francisco. When these are realized, better means will be available of knowing the resources of different libraries, and possibilities for gathering material and for storage will be offered which are now out of the question because of big distances and cramped quarters.

The cost of transportation often offers a real difficulty to the would-be borrower. Where the county free library system is in operation all expenses within the county are paid from the county fund, and all carriage to and from the State library is paid from the State library fund. We expect soon to obtain a reduction in express rates.

Mr. Gould defines co-ordination as "planning and arranging for the advancement of co-operation on a large scale."

Someone else has said, "Co-ordination is that self-restraint on the part of most libraries which will cause them to mind their own business and look to national, state and special libraries as great storehouses and reservoirs of books." We believe that it is all this, and even more. It is not enough for us to plan for systematic co-operation, nor for the small library to mind its own business. The large library must be alive to all the needs it will be called upon to supplement, and the transmission must be perfect. If co-ordination is to succeed, the central power house must be in perfect order, and the connection the best. If they fail, the small lights will go out.

J. L. GILLIS.

COMMITTEE ON CO-ORDINATION AMONG COLLEGE LIBRARIES

The Committee on co-ordination among college libraries reports that it has little of importance to add to the report made to the Association last year and presented at the Mackinac conference. The general opinion of the Committee was at that time, and continues to be, that the plan for a Bureau of information and Central lending library, which had been submitted to it, is a plan which, if there were the means to carry it out ou an effective scale, might render district service to American scholars and to college and reference libraries, but the Committee was not encouraged to think that such an endowment (from thirty to fifty thousand dollars a year) could be obtained. In the absence of support of this character, it was glad to recognize the practical aid in this direction which could be given by the Library of Congress and by other large libraries working independently for the same general ends, and it hoped that the work already done by the Library of Congress in collecting information in regard to the resources of American libraries, and in making this information available to all inquiries, would be continued and supported, and might even be increased by means of a special endowment therefor.

The Committee has no further suggestions to make at the present time, and since the character of the subject referred to it, apart from the special proposal which was submitted, is covered in the field of another committee, it recommends that the Committee be discharged.

W. C. LANE,
Chairman.

COMMITTEE ON CO-OPERATION WITH THE NATIONAL EDUCATION ASSOCIATION

The past year has witnessed a nearer approach to common ground in the interests of both the school teachers and librarians in the matter of co-operative work for young people, whatever may be said of the larger organizations to which librarians and teachers respectively belong.

It will be remembered that there was a disposition, apparently without particular foundation, on the part of the management of the National Education Association to abolish the library department of that organization. We are glad to report that owing to the united and emphatic protests of a large number of librarians and school authorities the disposition was abandoned without action, and the library department of the N. E. A. continues. In the judgment of this Committee, there still remains much ground to cover before it can be said truthfully that there is active or continued co-operation between the A. L. A. and the N. E. A.

The question of time and place of holding their respective meetings has again been decided by each association without reference to the action of the other. There seems to have been an utter absence of consideration of the existence of the plans and purposes of the N. E. A. in providing for a meeting of the A. L. A., and the time and place of meeting had been definitely settled when a letter from the Secretary of the N. E. A. asking for consideration of the matter was received.

The meeting of the library department of the N. E. A. at Boston, July 5 and 7, 1910, was the occasion for the presentation of some very important papers and addresses. The set papers were all presented by

school people, while the round tables and discussions were largely conducted by librarians. The report of the meetings in the Proceedings of the meeting of the N. E. A. for 1910, furnishes some very valuable library literature.

An important meeting, which doubtless will contribute largely to a better understanding between the libraries and schools, was that of the school librarians, who held a meeting under the auspices of the New York state teachers' association, December 28, 1910. This illustrates what has been said before, that it is easy to interest individuals in the work that is common to both schools and libraries, but the national organizations do not seem to come any nearer co-operation or conservation of results of the efforts of either or of both, in the furtherance of the use of books.

The Committee would again make the suggestion, which may have grown familiar by oft repeating, that the governing authorities of the A. L. A. seek closer relationship with the like powers in the N. E. A., to the end that a more serious consideration of the purposes and power of the A. L. A. may be brought to a fuller realization on the part of the N. E. A. As yet the N. E. A. is apparently not sufficiently impressed with the national body of librarians to invite a representative to a place on its general program, although such recognition has been tendered at various times to persons prominent in law, literature, medicine, social welfare, statesmanship, religion and politics.

It would further recommend that a definite place on the annual program of the A. L. A. be provided for a discussion of the problems that are common to schools and libraries, particularly as a source of helpfulness to the constantly growing class of school librarians.

Third, that a more definite understanding be developed in the majority of college and university libraries, both as regards their contribution to the training of all college students in the use of books and the standing of the library among other departments of their respective institutions. To this end, it is suggested that the A. L. A. committee on co-operation with the N. E. A. be enlarged sufficiently to cover the entire country, each member of the Committee reporting the progress in the district assigned, in library instruction to teachers or students, in colleges, normal schools and public schools, with a view to finding out the needs and recommending definite assistance.

While there is not much to say as to progress in co-operation, the Committee is not on that account, the least inclined to discontinue its attempts to bring about more real and effective co-operation between these two great organizations which are attempting to effect real educational progress.

For the Committee,
M. E. AHERN,
Chairman.

COMMITTEE ON BOOKBINDING

During the past six months nearly all the energy of the Committee on binding has been expended in inducing the publishers of the 11th edition of the Encyclopædia Britannica to issue a special edition for the use of libraries. Early in November specifications for a special edition were submitted. These specifications were sent to England and evidently not approved, since in December the Committee learned in a roundabout way that there would be two editions for library use, neither one of them following the specifications of this Committee. One of these editions was to be bound by Mr. Chivers according to his own specifications and the other was to be in leather, bound according to rather elaborate specifications of the Library association in England. The specifications of the A. L. A. Committee were not nearly so elaborate as those of the English committee, and called for cloth instead of leather. It was reported that the main reason that the specifications of this Committee were not approved in England was because they called for cloth. In order that there might be no chance for argument, forty letters were sent out by our Committee to librarians in this country, asking for an expression of opinion as to

the respective merits of cloth or leather for small libraries. Only four of those who replied favored leather. Therefore, the Committee made a vigorous protest to the publishers, with the result that it was decided to issue a cloth edition as well as the two leather ones. The other specifications, aside from cloth, correspond to those of the English committee. They should be amply sufficient to make the volume so strong that they never need be rebound.

The prices of these different library bindings are, for Chivers, $5.75 a volume; for the Library association (Great Britain), Binding half morocco, $5.50; for A. L. A. binding, buckram, $5.

It is a pleasure to record the fact that the Book production committee in England worked in harmony with this Committee, and perhaps it is only fair to say that more credit for the successful issue is due to that Committee than to this.

Much interest in this special edition has been manifested by librarians all over the country. The Committee wishes that similar interest might be extended to other reinforced bindings. The combined pressure of the entire library world would enable us to get anything desired from the publishers. As matters now stand, only a few librarians make it a point to order books that can be obtained in reinforced binding.

During the year the correspondence of this Committee has largely increased, many inquiries having been received from librarians, publishers and booksellers. In fact, owing to the limited time at the disposal of the members of the Committee, its chief function at present seems to be that of acting in an advisory capacity.

Last year's report included an account of a brief examination of magazine binders. A supplementary report on this subject follows:

Since the Committee's last report on binders for magazines two new varieties have been widely advertised. They are for current magazines intended to last, and are therefore somewhat expensive. Both are better than any previously reported to the Committee, and their faults are not particularly glaring. One is light but strong in construction, has pigskin back and keratol sides, and the metal strips that hold in the magazines are fastened by tying a string. The other has a wooden back covered with cowhide or pigskin, buckram sides, and the metal strip fastens with a sort of hook and eye. The former being light and flexible stands wear better, but the string is somewhat bothersome. The latter's fastening is quicker, but being heavy and hard in the back, the binder shows wear sooner.

The Committee has not tested either long enough to be dogmatic, but at present considers both improvements on other models, and pending further light as to durability, prefers the binder without strings.

A. L. BAILEY,
MARGARET W. BROWN,
N. L. GOODRICH.

COMMITTEE ON LIBRARY TRAINING

Your Committee would report that during the year it made another attempt to secure from the Executive Board an appropriation sufficient to begin the examinations of library schools contemplated in previous reports of the Committee. The Committee regrets to report that the effort again has been unsuccessful, although we were assured unofficially from members of the Executive Board that had the money been available it would gladly have been given. The Committee waits in hope that in the coming year it will be possible to begin this much desired work. From many of the library schools there have come expressions of interest in the movement and the Committee has every reason to believe that prompt advantage of the opportunity for such examinations will be taken by many, if not by all, of the library schools.

Since nothing has been done in this direction, the report this year must perforce be confined to a summary of such changes as have come under the notice of the committee during the year.

The parent school, the New York State Library School, suffered the loss of its quarters, together with its large collection of illustrative material, in the disastrous fire which destroyed the New York State

library and the west wing of the capitol building at Albany. The Committee desire to express their sincere sympathy in this loss and their confidence that the energy which has always characterized the school will result in the prompt re-equipment of the school for its work. Whether for the next year the school will be able to continue in its present quarters seems still undecided but it will be the hope of the entire library profession, already greatly indebted to the school, that the school will soon be re-equipped and in condition to do the splendid work which has characterized it in the past. The changes which had occurred in the curriculum of the school prior to the fire indicate a disposition on the part of the school to adjust itself to the demand for library work of varied sorts. Among these may be mentioned the announcement of a course which was to have been given in 1911-1912 on law library and legislative reference work, thus making provision for training in a rapidly growing field of library service. Another course, also intended to be given in 1911-1912, contemplated an extended study of a specific community with special reference to its present and possible future library activities. Such courses equip students to look at library service in the large and are greatly to be recommended. The summer session of the school was divided into two three-week courses, instead of one consecutive course of six weeks, for the purpose of giving more work in a more limited number of subjects than has heretofore been offered in the course.

The school connected with Pratt Institute reports having made arrangements for practice work on the part of its students in various high school libraries and branches of the New York public library, thus giving experience in a variety of types of library work.

The school in connection with Drexel Institute, now under the charge of Miss Jane R. Donnelly as director, reports an increase in the number of lectures on cataloging; a corresponding reduction in the practice time devoted to the subject; more attention given to the Expansion Classification in the study of classification; a considerable expansion in the course of lectures on the history of libraries and a considerable enlargement in the attention given to children's work, in which provision is now made for practice work in a settlement library, each student being required to conduct four story hours. In practice work, one hundred of the two hundred hours required are now spent in a solid two weeks in a public library, the other hundred hours in work under supervision of the staff of the Drexel Institute library.

The University of Illinois Library school announces the opening of a summer session whose staff for the first year is largely composed of the teachers in the regular school and in which cataloging, classification, reference work, children's work, book selection, loan desk work, accession work, binding and administration are given careful consideration.

The library school of Western Reserve university adds two members to its staff, Mr. Strong, the new librarian of Adelbert, taking up the work in reference and bibliography, and Miss Gertrude Stiles, supervisor of binding in the Cleveland public library, taking up the work of instructor in book binding and repair work.

The department of library science of Simmons college reports the addition of Miss Isabella M. Cooper as instructor in reference and Mrs. Frances Rathbone Coe as general assistant. A course in documents, national, state and municipal, by Miss Isadore G. Mudge; a course of thirty lectures on library work with children, under the direction of Miss Alice M. Jordan, of the Boston public library, and a course in advance cataloging given to the seniors once a week during the second term, by Miss Mary E. Robbins have been added to the curriculum.

The library school of Syracuse university reports the addition of Miss Elizabeth Thorne, who gives instruction in classification, reference, library administration and book-binding, and Miss Edith Clarke, who gives instruction in government documents. The certificate course provides additional electives in reference work and cataloging,

and genetic psychology, taught by the dean of the Teachers' college, has been made an additional elective of courses A and C, a requirement in course B, and will hereafter be required of all students intending to take up children's work. A general information examination has been added to the requirements for admission to the certificate course.

The Wisconsin free library commission library school reports the addition to the faculty of Miss Helen Turvill and Miss Ethel F. McCollough. Miss Turvill gives instruction in cataloging and library economy, and Miss McCollough in book selection and administration.

Respectfully submitted,
AZARIAH S. ROOT,
Chairman.

COMMITTEE ON THE BRUSSELS CONGRESSES

Your Committee on the Brussels Congresses respectfully reports that the Congrès International de Bibliographie et de Documentation was held at Brussels, August 25 to 27 inclusive, and the Congrès International des Archivistes et des Bibliothécaires, August 28 to 31, inclusive. The official A. L. A. delegates were Dr. E. C. Richardson, Miss M. E. Ahern, Messrs. G. F. Bowerman, A. J. F. Van Laer, and Clement W. Andrews. In the absence of Dr. Richardson, Mr. Andrews acted as chairman.

The Association was recognized at the first Congress by the appointment of Mr. Andrews as Vice-President, and at the second by his appointment as Vice-President of Section 2, and by Mr. Bowerman's appointment as Vice-President of Section 4.

Provision was made for a permanent bureau, which will take charge of the arrangements for a meeting of archivists and librarians not earlier than 1913, not later than 1915. The American library association will be asked to name one member of this bureau. The entire American representation numbered over forty.

Respectfully submitted,
N. D. C. HODGES, Chairman.
E. C. RICHARDSON.

FEDERAL AND STATE RELATIONS

The Committee has no further report than that printed in the March A. L. A. Bulletin which for convenience of reference is here re-printed.

The Committee on Federal and state relations came into correspondence with the Chairman of the Postal committees of Congress, and learning from them that there was no hope of any new postal legislation at the session of 1910-1911, has postponed any active attempt to obtain changes in the laws. It continues its recommendation that the American library association support such changes as shall place all public libraries and library commissions in the list of institutions entitled to second class mail matter privileges.

The association must determine its policy with reference to the sending of books through the mails. Three plans have been prosposed:

1. That we advocate a special library post.
2. That we join with the publishers in advocating a special book post.
3. That we support the movement for a general parcels post.

BERNARD C. STEINER.
Chairman.

REPORT OF THE CARNEGIE AND ENDOWMENT FUNDS

To the President and Members of the
American Library Association,
Gentlemen:

The Trustees of the Carnegie and Endowment funds, in presenting their annual report, are pleased to say that the interest upon all bonds held for account of the funds has been paid up to date.

During the year one thousand dollars of U. S. Steel bonds were purchased for credit of Carnegie fund, and one thousand five hundred dollars of same bonds for credit of Endowment fund from moneys on deposit in the Union Trust Company and Dime Savings Institution.

The condition of the bond market so far as it affects the securities held by the Trustees has remained the same during the past year, so that they have not been able to change any of the securities for the betterment of the Trust.

The Trustees watch the market conditions closely in the interest of their trust, and are very anxious to substitute for certain of their securities others which will bear a higher rate of income than is now obtained. While there is no question as to the stability and value of all the securities they hold, yet certain of them do not bear as high a rate of interest as the Trustees desire and the needs of the Association demand.

During the year, by direction of the Executive committee, Mr. E. H. Anderson, of the New York public library, made a thorough and complete examination of the securities held by the Trustees and deposited in the vaults of the Union Trust company of New York, Fifth Avenue Branch, and audited the accounts of the Trustees. Every facility was accorded for the audit and inspection. He will report to the Association at the annual meeting the result.

Annexed will be found a detailed statement of all our transactions in both funds covering the period from January 15, 1910, to January 15, 1911.

W. C. KIMBALL,
W. T. PORTER,
W. W. APPLETON.

Trustees of A. L. A. Endowment Fund.

CARNEGIE FUND, PRINCIPAL ACCOUNT

Cash donated by Mr. Andrew Carnegie					$100,000.00
Invested as follows:					
June 1, 1908	5,000	4%	Am. Tel. & Tel. Bonds	96½	$4,825.00
June 1, 1908	10,000	4%	Am. Tel. & Tel. Bonds	94⅜	9,437.50
June 1, 1908	15,000	4%	Cleveland Terminal	100	15,000.00
June 1, 1908	10,000	4%	Seaboard Air Line	95½	9,550.00
June 1, 1908	15,000	5%	Western Un. Tel.	108½	15,000.00
June 1, 1908	15,000	3½%	N. Y. Cen. (Lake Shore Col.)	90	13,500.00
June 1, 1908	15,000	5%	Mo. Pacific	104⅞	15,000.00
May 3, 1909	15,000	5%	U. S. Steel	104	15,000.00
Aug. 6, 1909	1,500		U. S. Steel	106⅞	1,500.00
July 26, 1910	1,000		U. S. Steel	102½	1,000.00
	102,000				99,812.50
Jan. 15, 1911	Union Trust Co. on deposit				187.50
					$100,000.00

In addition to the above we have on hand at the Union Trust Company $150.00 profit on the sale of the Missouri Pacific Bonds, which we have carried to a special surplus account.

CARNEGIE FUND, INCOME ACCOUNT

Cash on hand January 15, 1910	$2,245.23	
February 2, 1910 Int. N. Y. Central	262.50	
March 1, 1910 Int. Missouri Pacific	375.00	
March 2, 1910 Int. Seaboard Air Line	200.00	
May 1, 1910 Int. Cleveland Terminal	300.00	
June 16, 1910 Int. U. S. Steel	412.50	
July 1, 1910 Int. Am. Tel. & Tel. Co	300.00	
July 1, 1910 Int. Western Union Telegraph Co	375.00	
July 1, 1910 Int. Dime Savings Bank	14.72	
July 1, 1910 Int. Union Trust Co	25.83	
August 5, 1910 Int. N. Y. Central	262.50	
September 1, 1910 Int. Seaboard Air Line	200.00	
September 1, 1910 Int. Missouri Pacific	375.00	
November 5, 1910 Int. Cleveland Terminal	300.00	
November 5, 1910 Int. U. S. Steel	437.50	
December 31, 1910 Int. Union Trust Co	40.55	
January 3, 1911 Int. Am. Tel. & Tel. Co	300.00	
January 3, 1911 Int. Western Union Telegraph Co	375.00	$6,801.33
Disbursements:		
February 21, 1910 Carl B. Roden, Treas	$2,245.23	
July 27, 1910 Premium U. S. Steel Bonds	26.25	
July 27, 1910 Accrued interest U. S. Steel Bonds	12.09	
November 5, 1910 Carl B. Roden, Treasurer	2,000.00	
November 15, 1910 Rent, Safe Deposit Co	30.00	
January 1, 1911 Cash on hand	2,487.76	$6,801.33

ENDOWMENT FUND, PRINCIPAL ACCOUNT

Cash on hand January 15, 1909	$6,961.84	
February 5, 1910 Life membership Mrs. D. P. Corey	25.00	
February 5, 1910 Life membership Dr. G. E. Wire	25.00	
December 27, 1910 Life membership Irene Gibson	25.00	
December 27, 1910 Life membership Mary Falling	25.00	
December 27, 1910 Life membership Bertha Gault	25.00	$7,111.84
Invested as follows:		
June 1, 1908 2 U. S. Steel Bonds.....98½	$1,970.00	
October 19, 1908 2 U. S. Steel Bonds.....102⅝	2,000.00	
November 5, 1908 1½ U. S. Steel Bonds.....101	1,500.00	
July 27, 1910 1½ U. S. Steel Bonds.....102½	1,500.00	
January 15, 1911 Cash on hand, Union Trust Co	141.84	$7,111.84

ENDOWMENT FUND, INCOME ACCOUNT

January 15, 1910 Cash on hand	$167.32	
June 16, 1910 Int. U. S. Steel	137.50	
July 1, 1910 Int. Dime Savings Bank	26.09	
November 5, 1910 Int. U. S. Steel	175.00	$505.91
Disbursements:		
July 27, 1910 Premium on U. S. Steel Bonds	$39.38	
July 27, 1910 Accrued interest on U. S. Steel Bonds	18.12	
January 15, 1911 Cash on hand	448.41	$505.91

AMERICAN LIBRARY ASSOCIATION

Report of the Treasurer, January 1 to April 30, 1911.

Receipts

January 3: Balance, Union Trust Company, Chicago	$2,425.97	
February 1: George B. Utley, Headquarters collections	167.71	
February 23: Trustees Endowment Fund, Interest	448.41	
March 3: George B. Utley, Headquarters collections	1,297.90	
April 5: George B. Utley, Headquarters collections	1,543.19	
April 28: George B. Utley, Headquarters collections	735.40	
Interest on Bank Balance, January—April	11.20	$6,629.78

Expenditures

Checks No. 15-19 (Vouchers No. 267-322, Inc.)		
Distributed as follows:		
Bulletin	$297.43	
Headquarters:		
Secretary's salary	663.28	
Other salaries	807.00	
Miscellaneous	255.92	
Travel	35.40	
Trustees Endowment Fund (Life members)	75.00	$2,134.03
Balance Union Trust Co.		4,495.75
		$6,629.78

CREDITS

George B. Utley, Balance National Bank of the Republic	$250.00	
Cash on hand	23.05	
Total Balance		$4,768.80

Respectfully submitted,

C. B. RODEN, Treasurer.

REPORT OF THE A. L. A. PUBLISHING BOARD

It is a quarter of a century since the Publishing board came into existence, though in the words of an early chairman, Mr. W. I. Fletcher, "its existence was prefigured in the arrangements made ten years earlier for the production of the new edition of Poole's Index." In noting this twenty fifth anniversary date, the present board may fittingly record their appreciation of the great service rendered under difficult and discouraging conditions by that able and far-seeing pioneer group who constituted the initial membership. That they planned wisely and builded enduringly is attested by the fact that the work to-day practically follows the scope and direction outlined by them. Perhaps even more helpful in the development of librarianship than the printed aids which their efforts supplied the workers of their generation and of those who have followed, has been the fine spirit of co-operation and united effort which has made for greatest power, and permanency of results achieved. In a record of accomplishment during the earlier period of the Publishing board, the names of Justin Winsor, W. F. Poole, Melvil Dewey, W. I. Fletcher, W. C. Lane, R. R. Bowker, S. S. Green, C. A. Cutter, J. L. Whitney and others are inseparably associated.

In 1902, Mr. Carnegie made possible by his gift of $100,000 bibliographical undertakings of great importance to the library world. In announcing the gift in his presidential address at the Magnolia conference, Dr. Billings said:

"In considering the questions as to the kinds of bibliographical work the results of which would be most useful to the great majority of the public libraries of this country and as to the means of doing such work, it appears to me that it is best that it should be done under the direction of the Publishing board of this Association, which has had practical experience in this line, and will always be well informed as to the needs of such libraries.

"This opinion was brought to the attention of Mr. Carnegie, with the suggestion that he should give to the American library association a special fund, the income of which should be applied to the preparation and publication of such reading lists, indexes, and other bibliographical and library aids as would be specially useful in the circulating libraries of this country. The main part of the income would be expended in employing competent persons to prepare the lists, indexes, etc., and to read proofs. The cost of paper and printing would be met by sales to the libraries. It was represented that such a gift would be wisely administered by the Publishing board of the Association, and that the results would be of great value in promoting the circulation of the best books.

"In response to this suggestion a check for $100,000 was sent to me as 'a donation for the preparation and publication of reading lists, indexes, and other bibliographical and literary aids as per (your) letter of March 14.' I shall take great pleasure in turning over this money if the Association accepts it for the purposes and under the conditions stated. It is a unique gift from a unique man, who deserves our best thanks."

The Board think it desirable to place on record for the information of the members of the Association a statement as to their general policy. No such statement appears to have been made for some time.

The income of the Board is derived from two principal sources, the interest on the Carnegie Fund and the receipts from the sales of publications. The Board feel that under the terms of the Carnegie gift, the income should be spent for the preparation of more popular lists, and in fact by far the larger part is spent for the preparation of the A. L. A. Booklist. It is intended to sell publications at a price which will just cover the cost of printing and distribution. The price of others than the Booklist must be placed sufficiently high

to pay for the cost of preparation and editing as well, but in no case is it intended to secure any considerable profit.

The readjustment of the business affairs of the Association has enabled the Board to arrange a similar adjustment of its affairs. The Secretary of the Association serves as acting Treasurer of the Publishing board, and his accounts are audited by the Chairman of the Board monthly. All payments are turned over to the Treasurer of the Association at least once a month, and the accounts of the Treasurer as Treasurer of the Publishing board have been made identical in form with those of the Association. The board have adopted a definite schedule of appropriations, and have based these appropriations upon estimated income, approved by the Finance committee.

Supplementing the reports of progress as to important publications in preparation, as noted by their respective editors and hereto appended, it may not be amiss at this time to call attention to certain suggested policies which seem to be vital as to future procedure.

Observation of the magnitude of the task of the revision of subject headings after a long interval; of the importance to a great majority of the profession of a competent list for this purpose; of the difficulty of finding a well-equipped, experienced, practical person able and willing to take up such a piece of work as a temporary employment, forces upon the Board the opinion that the time is not far distant—if it is not already come—when it will be necessary to add a person able to cope with this problem to the permanent staff at Headquarters.

Constant development in the philosophy, sciences, arts, employments, productions and distributions of civilization involve constant changes and additions to the terminology used in the literature of these almost infinite activities. The task of collecting, ordering and connecting this vast terminology into an intelligent and intelligible scheme for practical use cannot be successfully disposed of by a mind new to the undertaking once in ten years. If the tool is to be fit and worthy for its use, it should be under constant consideration and improvement by an able, disciplined mind familiar with the task.

A mind fit for this task would, moreover, be of value in aiding and strengthening other enterprises of the Board. For example, the Booklist attempts to cover far more than book selection, as it indicates classification, subject headings and author forms for its chosen books, and correct work in these matters is a severe addition to the labors of the editor.

It is quite too much to expect of one human mind that it should be equal to the survey of the book out-put of each month, to choose wisely from it, and give attention to expert professional details of this kind as well, especially, when the whole task is done in a race with time.

Many worthy pieces of work are offered to the Board of value to the profession, and, therefore, desirable for the Board to publish; but, almost without exception, they need editing in some particulars before it is possible to send them to the printer. A part of the salary of a new expert person could be saved by eliminating printers' bills for authors' corrections.

There are also opportunities for original work in the compilation of aids which are not attacked by outside persons. So that, taken all in all, the lines of possible activity for a permanent editor would very easily occupy the time to advantage.

Difficulties encountered in resuming work where dropped when the A. L. A. Catalog was issued in 1904 suggest the need for continuity of service in planning five-yearly supplements. That work was made possible then through the good offices of the New York State library and the Library of Congress. This work ought to be organized with relation to the editorial necessities of the A. L. A. Booklist.

When the initial number of the Booklist was issued in the beginning of 1905, the purpose sought was to furnish to the smaller libraries a suggestive list of books for current purchases, evaluated with such authority as to inspire confidence of

librarians and book committees. It was also the aim to supply information as to classification, and subject headings for cataloging the books listed. Due to the pressure from the medium sized and larger libraries for the inclusion of more books, the little leaflet has grown to considerably larger proportions. Many suggestions have come to the members of the Board for enlargement, for change of form, for change of name, for modification of character, for enlarged usefulness by appeal to the public through elimination of technical aids and inclusion of popular features of various kinds. While many of these suggestions contain merit, the members of the Board have for reasons which seem to them good, consistently maintained the title, character and form as first projected. They have borne constantly in mind the terms of the trust contained in Mr. Carnegie's deed of gift, and would deem it a violation thereof to divert the funds to finance a publication for the general public, much as they might be in sympathy with the motive behind the suggestion. More than 80 per cent of the entire edition of the Booklist is distributed through the state commissions, and goes to the small libraries. Under these circumstances, were other reasons lacking, there would be no justification for a change of the general policy outlined.

New Publications—Since the last report of the Board new publications have appeared as follows:

Subject index to the A. L. A. Booklist, vols. 1-6; January 1905 to June 1910. The index was published in the fall and is having a very good sale.

List of editions selected for economy in bookbuying, by LeRoy Jeffers, of the order department of the New York public library.

550 Children's books; a purchase list for public libraries, compiled by Miss Harriet H. Stanley.

Supplement, 1909-10, to Miss Kroeger's Guide to the study and use of reference books, compiled by Isadore G. Mudge, of the Columbia university library. This Supplement is now in the press and will probably be published before this report appears. It will contain about twenty pages.

Hints to small libraries, by Mary W. Plummer, has been thoroughly revised by the author, and a new edition published by the Board, who will have charge of its sale.

Reprints—During the year the following publications have been reprinted: A. L. A. Catalog rules; the second edition, revised, of the List of subject headings; Kroeger's Guide to reference books; Handbook No. 1, Essentials in library administration, by L. E. Stearns; No. 5, Binding for small libraries, suggestions by the A. L. A. Committee on bookbinding; No. 6, Mending and repair of books, by Margaret W. Brown; No. 7, U. S. Government documents in small libraries, by J. I. Wyer, Jr.; and Tract No. 10, Why do we need a public library, compiled by Chalmers Hadley.

League of Library Commissions publications—By arrangement with the League of library commissions, the Board at the beginning of the calendar year undertook the sale of the publications issued by this organization, including the following: Magazines for the small library, Graded list of stories for reading aloud and Anniversaries and holidays. The officers of the League have turned over to the Board their entire available stock of these publications, with the generous stipulation that all proceeds from sales shall be added to the funds of the Publishing board.

Sales—Sales of most publications show an increase, gratifyingly large, over the previous year's business. This is attributive in large measure to aggressive methods of advertising, special efforts having been made by the Secretary to bring to the attention of librarians the tools of service obtainable at nominal cost. Exhibits of publications were sent to several state library associations, and 3,000 copies of printed lists of publications were distributed.

Manual of library economy—Manuscript for the following chapters approved by the Editorial committee, comprising Mr. J. I. Wyer, Jr., Miss Mary W. Plummer and Mr. P. L. Windsor has been sent to the printers, and the work will probably be ready

for distribution before the Pasadena conference.

I. American library history, by C. K. Bolton.

II. Library of Congress, by W. W. Bishop.

IV. The college and university library, by J. I. Wyer, Jr.

XVII. Order and accessions department, by F. F. Hopper.

XXII. Reference department, by E. C. Richardson.

XXVI. Bookbinding, by A. L. Bailey.

These chapters will be printed as separate pamphlets until the completion of the entire work, when they will be assembled in book form. The separates will be sold at ten cents each.

List of Subject headings—It is now the expectation that the end of the year will see the completion in printed form of the compilation which has been in progress for several years. Concerning her work Miss Mary J. Briggs reports:

"I had hoped to be able at this time to report the manuscript for the third edition of the List of subject headings as complete. The headings, for the most part, were decided upon more than six months ago, but the necessary, connecting references have proved to be the time-consuming part of the work.

I expect now that the list of headings and references will be practically completed in about three weeks from date, or a month at most. There will then remain a few subjects which I have left for further consideration, the preparation of the preface; the marking of copy for the printer, and the final checking of references.

The new edition will probably be about three times the size of the second edition, as, in addition to many new headings in the classes included in the former edition, the scope has been enlarged by the inclusion of the more important wars and historical events, the chief languages, literatures, and ethnic races, and a few important buildings and similar headings. Subdivisions of many of the larger subjects are also included.

Geographical names are omitted, except for a few regions not having a political existence, and several countries for which historical period subdivisions are given.

Country and other subheads will be included in the main alphabet instead of the appendix.

In order to simplify the alphabetical arrangement, following the latest available authority, Webster's New international dictionary, I have eliminated hyphenated words as far as possible. The International omits the hyphen from many words compounded in the Century dictionary, the authority followed in former editions. It has seemed wise to follow the International, as recording the latest practice, and as being much more widely used."

A. L. A. Booklist—Miss Elva L. Bascom has prepared the following report:

The eight numbers of this volume that are now published (September-April) have contained 1296 titles, as follows: General literature, 828 titles; New editions, 157 titles; Government documents, 59 titles; Fiction, 135 titles; Children's books, 117 titles. The whole number represents an increase of 246 titles over the number included for the same period in volume 6. The number of volumes examined has been about 2260, 340 less than were examined for the whole of the preceding volume.

Owing to an increase of subscriptions the edition was raised from 4600 to 5000 with the September number. This was, however, reduced to 4600 again with the April number, the increased rate for the bulk orders subscribed for by the state commissions having caused a material change in the size of their orders.

By action of the Publishing board at their January meeting some changes were made in the price of the Booklist in quantities. Additional copies up to ten to a single address are furnished at fifty cents a year; ten or more copies, at forty cents. These rates were partly made to enable libraries wishing extra copies for clipping and mounting to obtain them at

the same cost as that for which the press proofs were provided. The latter were discontinued with the March number owing to a decision of the Post office Department that they could not be mailed at second class rates. The Board voted that subscribers to these proofs should receive finished copies of the Booklist till their subscriptions expired. The former rate of $2.50 per one hundred copies of the Booklist was withdrawn since that rate no longer covers actual cost of printing.

There has been no change worthy of comment in the assistance received from the University of Wisconsin faculty, individual readers or library workers. I very much regret the comparatively small amount of assistance from the latter source. The "tentative list" sent out the first of each month is faithfully checked by about fifty librarians, with occasional comments. Three large libraries—two public and one state—contribute duplicates of notes written by their staffs. The assistance from this source is, however, very slight during the months January, February and March—the busiest period in the library year. The Booklist would certainly profit from the aid of individual librarians who find time to read some of the books of the hour, or who have readers on whose judgment they can rely. The time required to write down an opinion and forward it would be slight. The claims of the Booklist to such assistance are presented whenever possible, but my range of acquaintance and opportunity is comparatively small. I would appreciate the asistance of the members of the Puhlishing hoard in securing more of this valuable co-operation.

The source of the largest amount of assistance has been cut off, doubtless for several months, through the destruction by fire of the New York State library. From fifty to one hundred and fifty notes were sent to the Booklist each month from the annotation division. These were duplicates of notes written for the large "Notes file" maintained by that division for many years, which was used very extensively in preparing notes for the A. L. A. Catalog. These duplicates comprise over one half of the notes file in the Booklist office.

Subject Index to Booklist—The Subject Index was completed in August 1910 and distributed to the subscribers the following month. The first annual supplement, for which the Board gave authority at their January meeting, will be printed immediately after the entries in the June number are available. The material for it is prepared from month to month, and is in constant use, in card form, in assigning subject headings.

Supplement to A. L. A. Catalog—All the work preliminary to the actual selection of titles from the large number on file has been done, a provisional list of critics has been made up, and the routine established.

Periodical Card Work—In the ten months since the last report, nine shipments have been printed, containing 1984 titles and 122,578 cards. These figures do not include titles that have been reprinted because of errors. This work has called for a considerable amount of correspondence, and is not yet in a satisfactory condition. It should be put on a more business-like basis, the records should be revised and rewritten, and if possible the routine simplified. The length of time between the receipt of copy and the printed cards should be greatly decreased. Since the list of periodicals indexed is under revision, no attempt has been made to do more than carry on the current work.

The increased amount of work has made it necessary to relieve the Editor of the Booklist from the editing of the periodical cards, and the whole question of the issue of these cards has been placed in the hands of a special committee. No complete report can be made at this time, but it may be said that the new editor, Mr. William Stetson Merrill of the Newberry library, has already secured through this Committee authority to make the subject headings agree with those of the Library of Congress, and that correspondence has been undertaken in the hope that some agreement may be reached as to general

cataloging rules. The code under which the work has been carried on since the beginning is a composite one, and differs in several important respects from the international rules endorsed by the A. L. A. More radical changes in the work, affecting the number of titles and to a certain extent the character of the titles to be printed are under consideration.

Abridged Catalog Rules—Miss Theresa Hitchler reports as follows with reference to this proposed publication:

"I expected to be able to submit the Abridged A. L. A. catalog rules in completed form at this coming conference, but I am not sufficiently satisfied to call the final meeting of my committee, so I shall have to postpone it till fall. Meantime I may report that they are nearing completion, and that by October or soon after, I hope to have them in such shape as to be able to present them to the original Committee on A. L. A. catalog rules. I want first to send copies to several cataloguers and librarians of small libraries all over the country for criticisms and suggestions and I hope to have a few informal discussions with any I may meet at Pasadena."

Finances—But ten months have elapsed since the Publishing board's last annual report was submitted. For the financial statement usual at conferences, it may suffice at this time to refer to the semi-annual figures officially printed in January, and the statement for the full year will appear in the Proceedings issue of the A. L. A. Bulletin.

HENRY E. LEGLER,
Chairman.

FINANCIAL REPORT

Cash Receipts June 1, 1910 to May 31, 1911

Balance June 1, 1910		$3,365.38	
Trustees of Endowment fund		2,000.00	
Interest on Carnegie fund		2,487.76	
Receipts from publications:			
Cash sales	$2,346.50		
On account	4,310.83	6,657.33	
Interest on bank deposits		14.82	
Sundries		76.87	$14,602.16

Payments June 1, 1910 to May 31, 1911

Cost of publications:			
A. L. A Booklist	$1,529.15		
A. L. A. Booklist subject index	627.35		
Mending and repair of books	111.70		
Government documents in small libraries	83.30		
Essentials in library administration	62.00		
Binding for small libraries	16.44		
Why do we need a public library	220.90		
Catalog rules	168.30		
Jeffers' List of editions	108.50		
Guide to the use of reference books	456.21		
List of Subject headings	152.00		
550 Children's books, Stanley	334.30		
Hints to small libraries	251.89	$4,122.04	
Periodical cards		$12.98	
Addressograph machine and plates		29.88	
Typewriter		62.09	
Advertising		185.87	
Postage and Express		285.87	
Rent at Madison office (thirteen months)		325.00	
Travel		152.34	
Salaries		4,389.55	
Expense at headquarters		875.00	
Supplies and incidentals		966.79	
Printing		57.05	
Balance on hand May 31, 1911		2,337.70	$14,602.16

SALES OF A. L. A. PUBLISHING BOARD PUBLICATIONS

June 1, 1910, to March 31, 1911.

A. L. A. Booklist, regular subscriptions	1108	$1,078.00	
Bulk subscriptions paid		1,009.05	
Extra copies	867	94.24	$2,181 29
Handbook 1, Essentials in library administration	364	43.39	
Handbook 2, Cataloging for small libraries	294	43.30	
Handbook 3, Management of traveling libraries	44	6.36	
Handbook 4, Aids in book selection	293	31.83	
Handbook 5, Binding for small libraries	316	40.00	
Handbook 6, Mending and repair of books	892	109.35	
Handbook 7, U. S. Government documents in small libraries	819	91.96	$366.19
Tract 2, How to start a library	63	3.15	
Tract 3, Traveling libraries	2	.10	
Tract 4, Library rooms and buildings	71	2.04	
Tract 8, Village library	62	3.10	
Tract 9, Library school training	201	6.55	
Tract 10, Why do we need a public library?	251	9.54	$24.48
Foreign booklists, French	36	8.83	
Foreign booklists, French fiction	17	.84	
Foreign booklists, German	36	17.35	
Foreign booklists, Hungarian	16	2.40	
Foreign booklists, Norwegian and Danish	17	4.25	
Foreign booklists, Swedish	27	6.65	$40.32
Reprints, etc. Arbor day list	8	.40	
Reprints, etc. Bird books	8	.80	
Reprints, etc. Christmas bulletin	5	.25	
Reprints, etc. Library buildings	25	2.41	
Reprints, etc. National library problem today	52	2.10	
Reprints, etc. Rational library work with children	116	2.80	$8.76
Periodical cards, Subscriptions		884.52	
Periodical cards, Facsimiles of early texts	....	.....	
Periodical cards, Old South leaflets	15 v	6.75	
Periodical cards, Reed's modern eloquence	11 sets	27.50	
Periodical cards, Smithsonian reports	1 set	9.39	$928.16
Catalog rules	465	261.60	
Children's reading	73	17.73	
Girls and women and their clubs	17	4.15	
Kroeger, Guide to reference books	409	571.44	
Larned, Literature of American history	27	147.90	
Larned, Literature of American history, Supplement	55	44.53	
List of editions selected for economy in bookbuying	536	130.30	
Music list	98	23.61	
Reading for the young	14	10.07	
Reading for the young, Supplement	9	2.16	
Small library buildings	90	109.82	
Stanley, List of 550 children's books	612	80.58	
Subject index to A. L. A. Booklist	1726	478.36	$1,213.49
Anniversaries and holidays	16	3.94	
Graded list of stories for reading aloud	63	6.19	
Magazines for small libraries	53	5.30	$15.43
Total sales of publications			$4,778.12

The CHAIRMAN: Mr. W. L. Brown, chairman of the Committee on bookbuying, has a short statement to present.

Mr. WALTER L. BROWN: The Council of the American library association, in January, requested the Committee on bookbuying to obtain an expression from the book sellers as to the proper discount to the library Association on net fiction. We hoped to have a conference with a committee appointed by the Booksellers' Association. This committee was not appointed until the convention of the Booksellers' Association which was held May 8, this year. It is not feasible to make a report for discussion until this conference has been held, and consequently the committee does not think it wise to present any at this time. This statement is made as a report of progress.

The CHAIRMAN: What action do you wish to take with regard to the report of the Committee? The report will be received as one of progress.

The report of the Finance Committee is in the hands of Mr. Andrews, the Chairman.

Mr. ANDREWS: In accordance with the provisions of the constitution, the Finance committee submits the following report:

REPORT OF FINANCE COMMITTEE

To the American Library Association:

In accordance with the provisions of the constitution, the Finance Committee submit the following report:

They have duly considered the probable income of the Association for the current year and have estimated it at $16,850, and have approved appropriations made by the Executive board to that amount. The details of the estimated income and of appropriations are given in the January number of the Bulletin. For the first time the receipts and expenditures of the Publishing Board have been included, so that the figures now exhibit the total financial resources and expenditures of the Association.

On behalf of the committee the chairman has audited the accounts of the treasurer and of the secretary as assistant treasurer. He has found that the receipts as stated by the treasurer agree with the transfer checks from the assistant treasurer, and with the cash accounts of the latter. The expenditures as stated are all accounted for by properly approved vouchers. The bank balances and petty-cash, as stated, agree with the bank books and petty-cash balances. The accounts of the assistant treasurer have been found correct as cash accounts. It has not seemed necessary to check the bills collectable, which consist of many items, mostly of very small amounts.

On behalf of the committee Mr. E. H. Anderson has examined the accounts of the trustees for 1910, has checked the various items from bank books, vouchers, etc; has examined the securities, and certifies that to the best of his knowledge and belief, the accounts are correct and that the securities are held as stated.

He has similarly examined the accounts of the trustees of 1909, which were not audited last year, and certifies that all items which can now be checked have been found correct.

All of which is respectfully submitted for the committee.

CLEMENT W. ANDREWS,
Chairman.

The CHAIRMAN: The last Committee to report is that on public documents and Mr. G. S. Godard of the state library of Connecticut is to report for the committee.

Mr. GODARD: I desire to have this report presented later in order that we may have advantage of the correspondence now in progress.

The report was later presented, received and referred to the Program committee for printing.

REPORT OF THE COMMITTEE ON PUBLIC DOCUMENTS

Your Committee on public documents desires to express to the Librarian of Congress the appreciation of the American library association for the timely and valuable assistance rendered to libraries

through the medium of the Monthly list of state publications issued by the Document section of the Library of Congress. In this monthly list are announced the publications issued by our several states, month by month, with a brief summary of their contents. Your committee has been informed, however, that the publication of this list is often delayed through failure to receive copies of these documents promptly. As no publication is mentioned in the List which is not in the actual possession of the Library of Congress, state officials are urged to make special effort to forward their publications immediately upon publication. By so doing, not only will there be a copy of each such publication accessible in our national library, but the time, place and source of its publication and a suggestion of its contents will be correctly announced, and the necessary cards for cataloging it, based upon the document itself, will be printed and made available at an early date.

As many librarians are seriously handicapped in their reference work through lack of definite information as to what publications have been issued by the several departments at Washington, until the receipt of the Monthly catalogue of government publications, which is not published until several weeks after the period covered by each issue, it is recommended that the Superintendent of Documents be respectfully urged to publish, if possible, a daily or weekly check-list of all such government publications issued by the several departments at Washington. Through such a check-list librarians will be informed concerning the many documents and reports now called for, having been mentioned in the daily press. We believe this early information should be regularly supplied to depository libraries also.

At a time when the advantages of reciprocity in trade have been recognized by the United States and Canada, it is appropriate that steps should be taken to bring about something in the nature of reciprocity in public documents. The Government of the United States issues annually a large number of public documents that would be of service to Canadian public libraries; similarly the Government of the Dominion issues many publications that would be of value to the libraries of the United States. Representations might be made to the two governments looking to the adoption of some plan by which the Superintendent of Documents at Washington could be made an agent for the distribution of Canadian public documents to American libraries, and the King's Printer at Ottawa an agent for the distribution of United States public documents to Canadian libraries.

Respectfully submitted,

GEO. S. GODARD,

Chairman.

The reports of the committees on international relations, library administration and work for the blind were carried over to the next general session.

The secretary read greetings from Mr. Herbert Baillie, Secretary of the Libraries association of New Zealand, and from the Texas library association and library commission.

Adjourned.

SECOND GENERAL SESSION

(Shakespeare Club, Saturday, May 20, 9:30 a. m.)

Mr. C. W. Andrews presiding.

The CHAIRMAN: From the program of the first general session three items have come over in the nature of unfinished business. The Chairman is informed that the Committee on international relations have no report to present.

The Committee on library administration, the report of which came very late last evening, was placed in the hands of the Chairman just in time for him to look it over and as it consists largely of statistics, which must be read to be understood, and unless there is other disposition desired, this report will be received, under the rule, and referred to the Program committee.

REPORT OF THE COMMITTEE ON LIBRARY ADMINISTRATION

During the past year the committee sent to the 187 libraries which had replied to the questionnaire circulated in 1908 copies of the new questionnaire approved by the

association at the 1910 meeting. This questionnaire would, it was hoped, bring forth some information of interest relating to current practice in the treatment of the staff in various libraries. Your committee herewith presents some of the answers received.

Of the 187 libraries addressed, 137 replied more or less fully. As in former reports, these have been arranged in 3 groups: Group A (17 libraries) 1,000 to 10,000 volumes; Group B (79 libraries) 10,000 to 50,000 volumes; Group C (41 libraries) 50,000 to 200,000 volumes. One in Group C has recently passed the 200,000 mark, but its figures were used.

Grades. The libraries of Group A are evidently too small to consider the question of graded service. Eleven libraries reported, but none of these had grades. In Group B, 62 reported, only 4 of which had a graded service, although 1 other reports that it hopes soon to establish grades. In Group C, 11 libraries have a graded service, 28 do not, and 2 did not answer the question.

In regard to the question of what is included in the graded service, the answers are too indefinite to admit of any conclusions of value. There seems to be no uniformity in regard to grading and consequently no method of comparing the salaries paid the grades in various libraries; at least the information necessary for this is not available to your committee.

Promotions. Only 1 library in class B and 2 in Group C give examinations for promotion. In these three cases civil service examinations are given to determine fitness. Fifteen libraries of Group B base promotions on length of service, but all but 3 of these state that fitness is also considered. Nine make promotions upon merit, but whether length of service is considered is not stated.

The following table shows the size and expenditures of the libraries included:

	Group A			Group B			Group C		
	Highest	Lowest	Average	Highest	Lowest	Average	Highest	Lowest	Average
Size									
Number of volumes	9650	5093	7149	47494	10164	26400	224361	50931	103742
Volumes added annually	1275	206	541	5072	343	1903	26320	1588	8451
Finances									
Total annual income	$4699	$329	$2815	$27282	$922	$9311	$180078	$9004	$43266
" " expenditures	4496	245	2724	22000	780	8206	125892	9004	42084
Expenditures for books, periodicals, binding, etc.	1493	104	691	8598	514	2491	35288	2149	11476
Expenditures for salaries	2209	100	1234	10137	550	3598	62275	5141	18000
Expenditures for other purposes	3197	140	923	9377	240	2157	28009	1714	8268

Of the 11 libraries of Group C which have a graded service 3 use examinations as a means of determining fitness for promotion; in the others promotions are based on fitness for the position as determined by past work. In the case of the other 22 libraries reporting, the basis of promotion is the merit of the assistant as determined by the librarian.

Qualifications of Assistants. Eleven libraries of Group A answered. Two of these require apprentice training, 2 require a high school education, and 3 require a high school education supplemented by apprenticeship. The others do not report any fixed standards.

In Group B, 35 libraries require a high school education or an equivalent; 10 of these require in addition satisfactory apprenticeship for a period varying from 4 to 12 months and 2 require a summer library course. Two libraries require a one-year library school course and 2 require previous experience. One unfortunate librarian reports "political influence only" as

the necessary qualification and hastens to disclaim personal responsibility for this standard. The other libraries from which answers were received have no formal standards.

Seventeen Group C libraries require at least a high school education, 1 requires in addition a municipal civil service, 1 a summer library school course and 1 an apprenticeship. Eight libraries require library school training, but 3 of these will accept their own apprentice training instead. Two use civil service examinations to determine fitness, and 2 others require a college education. The other 8 libraries which answered the question did not give any definite statement of requirements.

So far as there is any agreement as to the necessary educational qualification, a high school course is the minimum. In the case of the larger libraries there is a tendency to require a college education for important positions. Courtesy and tact are the two personal qualities most often mentioned, while executive ability, neatness and accuracy are often mentioned.

Library School Graduates. Of the 10 libraries in Group A reporting, 4 have 1 graduate each, 2 of these being graduates of a school having a two-year course. Four have 1 person each who has attended a summer school and 2 have no school trained persons.

In Group B, 64 libraries answered, 25 of which had no trained people; 6 had students from summer schools, but no students from the regular schools. The remaining 33 libraries employed 25 graduates of two-year courses and 32 graduates of one-year courses; of these one library had 6, another 4, another 3 and 15 had 2 each, the remaining 14 having only 1 each.

Forty libraries in Group C answered, 8 reporting none of the staff as having formal instruction and 1 other having only an assistant trained in a summer course. The remaining 32 libraries reported 169 assistants who had had systematic training.

No tendency to insist upon the value of training in special departments could be discovered. The trained assistants are scattered through all departments.

College Graduates. Three libraries in Group A have a total of 5 college graduates, 2 having 2 each.

In Group B, 31 libraries reported no college graduates and 28 from 1 to 5, the total number being 41. One library had 5, one had 3, and 7 had 2 graduates. Nine of these 41 were librarians, 8 were assistant librarians, 8 were in reference departments, 3 catalogers, 10 in the lending department and 3 unspecified.

Forty answers were received from Group C, and of these libraries 9 reported no college graduates. Nine of the other libraries had only one graduate, 6 had two, 4 had three, 2 had five, 3 had six, 1 had seven, 4 had eight, 1 had twelve, and 1 fifteen. As in the other groups these graduates are distributed throughout all departments. So far as can be discerned, there is no general tendency to insist upon college training as a requisite for any branch of the work in libraries of the size under discussion.

Control of Staff. In 13 Group A libraries the board of trustees make appointments, in 12 the librarian appoints, subject to the approval of the board. Two libraries did not answer. In 11 libraries the assistants are responsible to the librarian and in 2 to the board; 4 libraries did not answer. Evidently removals are very uncommon in these libraries, as only 5 answered the question concerning them. In two of these the librarian, in the other 3 the board, makes removals.

In Group B, 67 libraries reported on question eighteen. In 15 of these the librarian makes appointments, while in 52 the board of trustees appoints directly. In many of these libraries, and probably in nearly all, the board merely ratifies the recommendation of the librarian. Seventy libraries reported that the assistants were responsible to the librarian, only 1 reporting that the staff was responsible to the trustees. Evidently removals are not serious practical administrative problems, for only 46 libraries answered, many others saying merely that none had ever been made. In 7 libraries the librarian makes removals, in 36 the board, and in 3 the

Salaries of Librarian and Assistant Librarian

Number of libraries

	Group A		Group B		Group C	
	Libn.	Asst.	Libn.	Asst.	Libn.	Asst.
240	..	2	..	..	..	1
260	..	1	..	..	..	..
300	..	2	..	3	..	..
350	..	..	..	2	..	..
360	..	2	..	3	..	..
400	..	..	..	1	..	..
416	..	..	..	1	..	..
420	2	1	..	2	..	..
450	1	1	3	1	..	..
480	..	..	..	5	..	..
500	..	..	..	2	..	..
520	..	..	..	1	..	..
540	..	1	..	2	..	..
550	..	..	..	1	..	..
560	..	..	1	..	..	..
600	5	1	6	12	..	1
624	..	..	..	..	..	1
660	..	..	..	2	..	..
690	1	..	..	..	..	..
700	..	..	1	1	..	..
720	3	2	1	3	..	1
750	1	..	1	3	..	..
780	..	..	3	2	..	1
800	..	..	1	1	..	1
840	1	..	1	1	..	..
850	..	..	2	..	..	1
900	1	..	9	4	..	4
930	..	..	..	..	..	1
1000	1	..	6	..	..	1
1080	1	..	..	..	..	..
1100	..	..	3	..	..	1
1200	..	..	18	..	2	4
1260	..	..	..	..	..	1
1320	..	..	4	1	..	..
1400	..	..	..	..	2	..
1416	..	..	..	..	..	4
1500	..	..	..	6	3	1
1600	..	..	..	..	1	..
1650	..	..	..	1	..	..
1700	..	..	..	1	1	..
1740	..	..	..	..	..	2
1800	..	..	..	1	4	1
1946	..	..	..	..	1	..
2000	..	..	..	1	5	1
2100	..	..	..	1	..	..
2200	..	..	..	..	..	1
2230	..	..	..	..	1	..
2400	..	..	..	1	4	..
2500	..	..	..	1	3	..
2700	..	..	..	..	1	..
3000	..	..	..	..	2	..
3200	..	..	..	..	1	..
3500	..	..	..	..	2	..
3600	..	..	..	..	1	..
4000	..	..	..	..	4	..
4500	..	..	..	..	1	..
5000	..	..	..	..	1	..
6000	..	..	..	..	1	..

civil service commission after the presentation of charges. One librarian says that removals have never been necessary as "the unsatisfactory assistant resigns; the satisfactory ones marry."

In 12 libraries of Group C the librarian makes appointments directly, in 27 the board of trustees exercise this function. Of 39 libraries reporting, only 1 states that the assistants are directly responsible to the board. In 11 libraries the librarian makes removals, in 1 the civil service board has this authority and in 22 the board of trustees remove unsatisfactory assistants. The other libraries did not answer the question.

Salaries of Assistants. Only Group C libraries are here considered, and the returns from these are often not clear, as in many of the smaller libraries the work is not clearly differentiated into departments. The average salaries for the senior assistants are as follows: Cataloging $950; Reference $1,010; Circulation $875; Children's $770; Order $970; Binding $770; Branches $760. The junior assistants in all the departments are paid practically equal salaries, these ranging from $360 to $900. The average for the highest grade of junior assistants is approximately $750. The best paid department is the reference department, in which 45 per cent of the senior assistants receive $1,000 or more; the corresponding figures for the other departments being: Catalog 23 per cent, Circulation 34 per cent, Children's 28 per cent, Order 40 per cent, Binding 17 per cent.

While these averages probably represent current practice with a fair degree of accuracy, it must not be forgotten that the returns are very incomplete and that fuller information might modify them considerably. Your committee had hoped that definite information could be obtained on this point and is disappointed in not being able to render a precise report.

Substitutes. In Group A substitutes are paid from 7½ to 25 cents an hour, 10 cents an hour being the usual rate. In Group B, the prices range from 10 to 25 cents, 15 cents an hour being the most common rate. Where substitutes are engaged by the day the usual rate is $1. A few libraries in Group C pay 35 cents an hour for substitutes, the popular rates are 15 and 25 cents an hour, and the daily rate is $1 in nearly every case.

Hours of labor. In Group A the average is 40 hours weekly, the extremes being 48, and 30 hours and 44 hours the usual time required.

The average for Group B, 71 libraries reporting, is 41 hours. Thirty of these libraries require 42 hours, six require 41, six require 45, nine 48 and five 39. The remainder require from 29 to 52 hours weekly.

In Group C, 41 libraries reported; one reporting a schedule of 72 hours weekly! Leaving this one extreme case out of consideration, the average is 45 hours. The shortest schedule calls for 39 hours and the longest for 48 hours, the commonest being either 42, 44, or 48 hours.

Four libraries in Group A reported that they did not open on Sunday. Of the 10 others which reported, 5 required work without extra pay and 5 did not require it. Two of the latter pay extra for Sunday work.

In Group B, 74 libraries reported. Thirty-six require Sunday work, of which number 7 pay extra. Eight others say that time is allowed on other days and this is probably true with most of the others. Fourteen libraries do not require Sunday work, nine of these paying members of the staff who work on that day. Twenty-four libraries are closed on Sunday.

In Group C, 12 libraries require Sunday work, 2 paying extra. Twenty-six do not require it, 17 of these paying extra. Three libraries do not open.

Holidays. Of 12 Group A libraries, 6 close on holidays, 2 pay extra, 2 require assistants to serve in rotation, 1 gives equivalent time and 1 uses substitutes.

In Group B, 43 libraries close on all holidays and 8 others close on those generally observed. In 7 which are open equivalent time is allowed, in 3 others extra pay and in 7 the assistants work in rotation, while 2 libraries employ substitutes. Only 3 report no observance of holidays.

In Group C, 24 libraries close on all important holidays, 6 employ substitutes,

9 give extra pay, 1 calls for volunteers and 1 is open as usual.

Sick leave. In Group A, 6 libraries pay full salaries for short sick leaves, 1 requires the absentee to furnish a substitute and 1 treats each case individually.

In Group B, 6 libraries allow no sick leave, 3 require the absentee to furnish a substitute, 2 deduct the time from vacations and 8 treat cases individually. One library allows 3 weeks sick leave annually, 6 allow 2 weeks, 1 allows 16 days, 1 allows 10 days and 1 allows 6 days. Three deduct no pay for a month, 1 for three weeks, 2 for two weeks, 1 for ten days, 2 for one week, 1 for three days, 1 for two days. Twenty-one give full pay for sick leave in reasonable amount.

In Group C, 2 libraries allow no sick leave, 3 treat cases individually and 3 require a substitute to be furnished. One gives one month annually, 1 three weeks, one 15 days, 10 give 2 weeks and 1 gives 10 days. Of the others one gives half pay for 1 week and one-quarter pay for 3 weeks. Two make no deductions for a month of illness, 2 for 3 weeks, 4 for 2 weeks, and 6 give full pay for an unspecified length of time.

Vacations. Six libraries in Group A give 1 month of vacation, 2 give three weeks and 5 give 2 weeks. One library in each of the last two classes gives an extra week to the librarian. In Group B, 20 libraries give a month of vacation, 4 give 4 weeks, 9 give 3 weeks, 24 give 2 weeks, and 1 no time. One library gives two weeks including sick leave. Four libraries give 1 month to the librarian, and three weeks to assistants, 4 give 1 month to the librarian and 2 weeks to assistants, and 3 give 4 weeks to the librarian and 2 weeks to assistants.

In Group C, 1 library gives the librarian and heads of departments 2 months, other assistants 1 month. Seven give 1 month to all, 1 gives department heads a month and assistants 3 weeks. Four give 4 weeks to all. Sixteen give 3 weeks; one of these allowing an extra week to the librarian. Twelve give 2 weeks. Two of the last class allow 2 extra weeks and 2 allow 1 extra week to department heads.

Staff Meetings. Only 1 library in Group A has formal staff conferences. In Group B, 27 do not and 36 do have them. Six of the latter hold their meetings at monthly intervals, 2 bi-weekly, 19 weekly, and 9 at irregular intervals. All these libraries but 1 require attendance, 27 give the time to the assistants and 8 require them to attend in addition to the regular time. Only 9 Group C libraries report no form of staff meetings, while 31 have them. Two libraries have weekly meetings, 4 have them every two weeks, 13 every month, 1 bimonthly and 10 irregularly. Nineteen require attendance and 11 do not. Three do not give the time, 3 give one-half the time and 23 give all time required.

Annual Reports. In regard to the mention of special members of the staff in annual reports practice is about equally divided. In Group A, 5 libraries do and 4 do not mention individuals, in Group B the figures are 24 and 34 respectively and in Group C 19 and 16. The usual reasons given against the practice are that the reports are too brief to permit such mention, that it is unwise to discriminate between members of the staff and that those not mentioned feel injured, that the library work should be presented impersonally or that it is impossible to differentiate accurately the work of individuals. The usual reasons for the practice are that justice requires credit to be given and that it encourages members of the staff to do good work.

Apprentice Classes. Eight Group A libraries reported, 4 of which had apprentice courses. All required a high school education for admission and none guaranteed positions. One course is five months, 1 six months, and 1 two years. Two hours of formal instruction and 2 hours of practice work were required daily in each.

Forty libraries of Group B give apprentice courses, 28 do not. Twenty-three admit on high school certificates, 1 requires a collegiate education and 9 give entrance examinations; the others admit at the discretion of the librarian. The time required varies from 1 to 12 months, the periods of

three, six and nine months being usual and equally popular. The one-month course calls for 208 hours of practice work. The twelve-month course averages 360 hours of formal instruction and 1,200 hours of practice. The nine-month courses average 117 hours formal instruction and 1,300 hours of practice. The averages in the six-month courses are 215 and 872 hours respectively. In the three-month courses 400 hours is an average and very little formal instruction is given.

Twenty Group C libraries have no apprentice courses; 18 give them. Three courses cover 3 months' work, 9 six months' and 5 from 7 to 9 months'. The three-month courses call for an average of 52 hours of formal instruction and 400 of practice, the six-month courses for 145 and 650 hours and the others for 200 and 1,130 hours respectively.

HARRISON W. CRAVER, Chairman.
H. M. LYDENBERG,
ETHEL F. McCOLLOUGH
Committee.

The CHAIRMAN: Another committee report not presented yesterday is that on library work with the blind, and Mr. J. L. Gillis, of the State library, Sacramento, will present a report from that Committee.

Mr. J. L. GILLIS: Mrs. Delfino, of Philadelphia, was to present this, but was unable to attend, and I received this part of the report yesterday afternoon, which is merely a statement of her work, giving the events that have taken place in the work among the blind within the last year. I don't know as it is necessary to read the report, but I move the adoption and recommend that it be referred to the Committee for printing.

The CHAIRMAN: Unless there is objection, under the rule, the report will be received and referred to the Program committee.

REPORT OF THE COMMITTEE ON WORK WITH THE BLIND

The Committee on work with the blind reports as follows:

Following the resignation of Mr. Asa Don Dickinson from the committee, Mr. James L. Gillis, state librarian of California, was appointed in his place.

By request of the editor the report of the Committee presented at the Mackinac Island Conference, 1910, was reprinted in the Outlook for the blind, January, 1911, vol. 4, no. 4.

With the exception of two or three hundred volumes in circulation at the time, the New York state library for the blind was totally destroyed by fire, March 29, 1911.

After July 1, 1911, the reading room for the blind in the Library of Congress will be discontinued. The embossed books have been transferred to the public library of Washington, D. C., under whose auspices they will hereafter be circulated.

The chairman of the committee attended the sessions of the Blind Workers' Exhibition held in the Metropolitan Opera House, New York, April 26-29, 1911, under the auspices of the New York Association for the blind. The exhibit of the Department for the blind of the New York public library, in care of Miss L. M. Goldthwaite, was very complete and exceedingly well arranged. The Pennsylvania home teaching society also sent an exhibit in Moon type in charge of a home teacher.

The New Jersey commission for the blind now employs two home teachers who instruct the adult blind in their homes. The Free public library of Trenton, N. J., has begun the circulation of embossed books.

The Perkins institution has about 1,000 old and new line type books for distribution among libraries provided recipients will pay freight charges. Any librarian desiring to take advantage of this offer may secure a list of the titles available by writing to E. E. Allen, Director, South Boston, Mass.

The New York Association for the blind of New York City issued a new magazine for children in American Braille entitled "The Searchlight."

The plates for embossing the New Testament in American Braille were recently completed by the Missouri School for the blind and transferred to the American Bible Society to whom orders for copies should be sent.

The Xavier Braille Publication society for the blind, 824 Oakdale Avenue, Chicago, was organized during the year. "The aim of the Society is to place gratuitously within the reach of the blind throughout the United States Catholic literature in raised Braille print, of which they have hitherto been wholly deprived."

The Society for the promotion of church work among the blind, Philadelphia, is about to issue a second edition of the Hymnal of the Protestant Episcopal Church, in American Braille, the first edition being exhausted. The Society has also arranged to publish the music of the Hymnal.

The eleventh convention of the American association of workers for the blind will be held at Overbrook, Pa., June 20-23.

EMMA R. NEISSER DELFINO,
Chairman.

This brings us to this morning's program and the first item is "The effect of the commission form of government on library control." I have the pleasure of introducing Miss ALICE S. TYLER.

EFFECT OF THE COMMISSION PLAN OF CITY GOVERNMENT ON PUBLIC LIBRARIES

In presenting so new a subject as this, it seems necessary to consider some fundamental facts regarding the origin and evolution of the commission plan, and also to note in some degree the rapid spread of the idea in the few years since its inauguration. The plan dates from the year 1901 after the disaster at Galveston, Texas, when the necessity for the immediate rehabilitation of that city was confronted by her people. The Texas legislature enacted the laws promptly which were urged by the Galveston citizens to meet the emergency, and other cities in that state seeing the success which attended the plan in Galveston also adopted it, notably the city of Houston, where with certain modifications the plan has been equally successful. The splendid results which followed the new method of government inaugurated in Galveston became known throughout the country as the "Galveston plan." Other states, one after another, have followed Texas in enacting legislation, making it possible for cities within their borders to adopt a similar plan of local government, though in some it is greatly modified; the states being Alabama, California, Colorado, Idaho, Illinois, Iowa, Kansas, Louisiana, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, North Carolina, North Dakota, Oklahoma, Oregon, South Carolina, South Dakota, Tennessee, Texas, Washington, West Virginia, Wisconsin.* In New York state such legislation has been actively urged by the city of Buffalo and other cities but has not yet been enacted. About 125 cities in 26 states have acted favorably upon the adoption of the commission plan of municipal government.

What is the commission plan of government? The underlying principle is comparatively simple. It centralizes municipal authority and responsibility in a limited group of men called commissioners. These with the mayor are elected by the city at large. The plan does away with party nominations, ward divisions and aldermen, and with the petty prejudices and antagonisms of the various localities in the city. This board or commission, (usually 5 members) devote their entire time to the management of the affairs of the city, and are paid reasonable salaries therefor. They divide the duties of the city government among themselves into five departments, usually designated as public affairs, accounts and finance, public safety, streets and public improvements, and parks and public property. They then elect all the subordinate officers necessary to conducting the city business, such as chief of police, police judge, city clerk, library trustees, city engineer, city treasurer, city auditor, etc. All other subordinates, except common laborers, are selected under civil service rules administered by a civil service commission, and are removable only for misconduct or lack of attention to duties, or activity in political matters. The commissioners and mayor not only act as the administrative heads of their respective departments, but also con-

* Some of these states allow cities to frame their own charters, and hence may be termed "home rule" states.

stitute the city council and as such legislate for the city. They are usually elected for a period of two years. Emphasis is laid upon a business-like administration, and responsibility is definitely fixed upon each commissioner who is the head of a special department. Publicity is one of the important features of the plan. The meetings of the commission are open, and the public can easily know whether matters are managed with integrity and efficiency, or if a commissioner is failing in his responsibility.

It has been said that the commission system of government has in effect reintroduced the New England system of town government by a board of selectmen. We recognize the fact that large town meetings of all of the electors could not be conducted upon a deliberative basis, and the ballot must of necessity be made use of to secure an expression of the popular will. The election is therefore a substitute for the town meeting and the recall, initiative and referendum incorporated in most of the commission plan schemes give to the citizens all of the privileges reserved by the electors of the New England town.

No attempt is here made to discuss the strength or weakness of the commission plan of city government, further than to consider such points as are related to library interests. It should be borne in mind, however, that under the plan, the council or commission is vested with all executive, legislative and judicial powers, formerly possessed and exercised by various boards and officers, under the ordinary method of city control. Those who question the wisdom of the plan find in this feature much to criticise; i.e. the difficulty of one body both legislating by determining policy, and at the same time administering; or, in other words, levying the taxes and also disbursing the funds. Within the last month, however, we have seen the declaration of so thorough a student as Governor Woodrow Wilson, of New Jersey, that it is not inherently impracticable to combine the legislative and executive functions in one body. He says, "There is no necessity for keeping the three coördinate branches of government distinct, and free from interferences. The pretense that the three branches are distinct is responsible for more corruption than any other single feature of our system. They are not, and cannot be kept separate, and all that the pretense accomplishes is that it substitutes underground relations for open, honorable relations."*

Among the modifications of the original Galveston plan, one of the best known is that which is sometimes termed the Des Moines plan, which was secured by an act of the Iowa legislature in 1907. Inasmuch as the actual operation of this law is in a degree familiar to the writer, on account of residence within that state, some of the features of that law are the basis for certain statements made herein.

In securing information for this paper a list of questions was sent to about 50 libraries in cities under the commission plan. The questions were:

1. How long has the commission plan been operative in your city?
2. Did it make a change in number of library trustees and method of appointment?
3. Is the supervision of the library assigned to a department of the city government? Or, have the trustees full authority?
4. How many library trustees and how appointed and for how long a term? Is there provision for continuity by varying length of terms?
5. What is your method of levying the tax for library maintenance? Does this differ from former practice?
6. Do you consider that your library has profited by the change of your city to the commission plan? In what way?
7. Does the plan place the librarian and staff under civil service rules?
8. Has there been any effort to include other *educational* interests, (i.e. the schools) under the commission plan of your city?
9. Is the general law of your state relative to public libraries still operative, even though the commission plan has been adopted?

Replies were received from libraries

* *World's Work*, May, 1911.

located in nineteen different states. None of the great cities have adopted the plan except Boston, where it is greatly modified and does not in any way affect the public library. The majority of those replying were unable to give definite answer as to distinct changes either for better or for worse in the library management under the plan. The entire limit of ten years is too short a period to enable conclusions to be drawn with certainty; the majority of the cities that have adopted the modified Galveston plan have operated under it much less than 10 years. A hopeful attitude is manifest toward the results that are likely to come from the change, but lack of uniformity in the various state laws makes generalization impossible as to results already attained. The liberty given in some states for cities to incorporate in their charters features that seem locally desirable is found exemplified in the state of Massachusetts, where the modified commission plan has been adopted in Boston, Taunton, Haverhill, Gloucester, Chelsea and Lynn, but where with the exception of Lynn the new city charters do not affect the library situation. In that city, however, provision is made that the public library shall be under the exclusive management and control of the municipal council, which shall have the power to name the trustees and remove them for cause. It further states that the municipal council may increase or diminish the number of trustees, and make such rules and regulations concerning the public library as it may deem expedient. The librarian in Lynn writes that the present council seems to have full confidence in the trustees of the library, and has up to the present time made no change in the old method of government. As the charter does not make any one of the council a library trustee a method of interesting them in the library has been to appeal to various commissioners for specific needs, e.g., if money is needed over and above yearly maintenance fund the appeal is made to commissioner of finance; if additions to building, the appeal is made to commissioner of public property.

In Texas, where the first commission plan law was enacted, we find that the libraries are under Boards elected by the commission, and are all reported as being free from the evil effects of political interference. Dallas reports an increased maintenance fund from year to year, which is now more than double the amount provided by the city for library maintenance before the commission plan was adopted in 1907. In Galveston where the plan originated, the library is not affected, because, as the librarian states, the Rosenberg Library is a private corporation incorporated under the state law, and is entirely independent of the city government. The revenues are entirely from endowment, and no money is received from taxation. The librarian further states that while the commission plan has been very successful indeed in that city, it has affected the library in no way. The librarian at Houston writes: "I do not believe that the library has really been affected by the commission form except in the fact that the city's more economical administration has probably made it possible to receive a more liberal appropriation, though this is far from satisfactory. I do think that the general improvement of the town through good administration helps the library indirectly in many ways."

But one city in Wisconsin (Eau Claire) is actually operating under the plan, and the librarian writes that she believes the library has profited by the change. She states that the council seems interested in maintaining the standards of the library and are now willing that the necessary money for its support shall be appropriated. It is easier to bring matters to their attention and they act more promptly than heretofore.

While several libraries in Illinois will be affected by the plan which has been inaugurated by a number of cities this spring, it is too soon for any report of the effect to be made; the law in that state, however, seems to have defects similar to that of Iowa in the indefiniteness of provision regarding the number of trustees, their powers and length of term.

In Minnesota the plan has been effective one year in Mankato, and the librarian writes that it has been a good thing for the library. The city officers seem to recognize the value of the institution and increased the annual appropriation $1000 the first year. A municipal library has been placed in the city hall.

Inasmuch as the recall feature of the commission plan was made effective in Tacoma, Wash., the past year, it is interesting to note the statement of the librarian, that the library there was saved from disaster by the result of the recall election for mayor, the deposed mayor having made political appointments on the library board. The librarian further adds, "What saved us was woman's suffrage added to the form of government."

In the state of Kansas, where there are a large number of towns and cities operating under the commission plan, a considerable proportion of the public libraries are under the control of the local school board, while the others are managed by 12 trustees elected by the council, this matter seeming to be optional. One of the Kansas librarians reports that the chief effect of the commission plan on her library is that it has done away with the librarian's two weeks' vacation on pay, because of the fact that other city employees do not have one. In some instances the library appropriations have been reduced, not through antagonism to the library, but because of the avowed policy of securing an economical administration of city affairs in all departments.

In California the plan has been adopted by eleven towns and cities, and while information was not secured from all of the libraries affected, the general opinion seems to be that the adoption of the plan has not caused any radical change in management, which is by a board of trustees. Belief is expressed, in most instances, as to the library possibilities under the commission form of government.

In Colorado Springs, the one city in Colorado under this plan, the librarian writes that the chief difference has been in the mode of handling the finances of the library; the city auditor and treasurer receiving and disbursing all of the funds, otherwise the board of trustees elected by the council have control.

In Iowa, where there are now seven public libraries affected by the law (Burlington, Cedar Rapids, Des Moines, Ft. Dodge, Keokuk, Marshalltown and Sioux City), there has been much uncertainty as to the intent of the law both as to the number of library trustees to be elected by the commission and their powers; the Des Moines plan law is capable of two constructions as it now stands, as there is doubt as to whether the general law with 9 trustees holds, or whether there shall be only 3, which the commission law states are to be appointed by each new commission. Three of these libraries are operating with 3 trustees, three with 9, the seventh not having had the decision of their city attorney. The problem of continuity with only 3 trustees is a serious one. Two able Iowa lawyers, who are also library trustees, prepared a bill providing for 5 trustees and continuity by one annual appointment, which was introduced in the last General Assembly, but which failed to pass the House (in the midst of the senatorial deadlock); hence unless a decision of the state supreme court should be secured, there will be uncertainty for another two years (until another legislative session) as to whether the number of trustees and their powers, as fully set forth in the general library law of the state, still hold. The uncertainty of the law can in a measure be safe-guarded by a somewhat detailed ordinance, and this has been done in some of these cities. However, the assignment of the library trustees and the library to the department of public affairs (or to the department of accounts and finance, as is done in one city) makes it necessary for the library board to have the approval of the head of that department for many details that have heretofore been decided by the library board.

One of the Des Moines commissioners, who is recognized as one of the most thorough students of municipal problems in this country, and who is now secretary of the League of American Municipalities,

states that he has long advocated that the levying of all municipal taxes should be centered in one body, and that both library boards and school boards should be annexed directly to the city government; the fact that libraries are educational institutions is not a reason for separating them from municipal government. The Iowa law definitely classifies all of the city's activities (except schools) under one of the five departments, each with a commissioner (or the mayor) at its head; but provides that libraries shall have further supervision, hence provision is made for the appointment of three library trustees by the council immediately after they have been elected and assume office. These library trustees, however, do not seem to have full authority, but are the agents of the council to look after the details which cannot be classified directly under the duties of the commissioner.

From the communications received it seems that the civil service feature of the municipal commission plan law as applied to libraries varies. It seems to be incidental and may or may not be included, according to the provision of the city ordinance in most cases. It would seem that the sentiment of the librarians is not favorable to this. Several did not reply to the inquiry, 24 stated that civil service rules did not apply and 5 that they did. One librarian writes in its defense, "There seems to be no other way of placing work on a merit basis. Whatever the conditions may be in individual cases, as a general principle, choice must be made in public work between civil service and the spoils system." On the other hand several who replied no, emphasized it by underlining or an exclamation point, and one librarian added with unction, "No, thanks be!" Another writes, "I would consider it very unwise to place the library under civil service—librarians are not made by rule."

In some states the control of the library is not included in the municipal plan, but is placed under the direction of the school board or board of education, and hence is not affected in any way by this form of government. The educational function has thus been recognized, either consciously or unconsciously, as shown by such assignment. This leads to the consideration of a vital point in connection with any discussion of the municipal control of libraries, and that is the recognition of the educational function of the library. The fact that the public library is unlike any other of the city's activities, such as parks, streets, police department, etc., led most states in the very beginning to the provision in the general law for a board of library trustees with separate functions, powers, responsibilities and funds; this being necessary because the requirements for the management of such an institution are as much out of the ordinary as those of the public schools with a separate board; while in others the library board is appointed by the school board, as a sort of sub-educational interest.

When we come to examine the commission plan law, we find that there seems to be no definite recognition of the educational functions of the municipality, and hence an uncertainty as to the exact place of the library in the general scheme; this seems to be the problem that now confronts the public libraries where this plan is likely to be adopted. It is the old and still new question of classifying and administering civic educational interests, i. e., the schools, museums, libraries, art galleries, free lectures, etc., that may exist for the benefit of *all* the people under the possible direction of the municipality. Shall *all* educational interests be grouped under one management or board, one degree removed from the commission, by appointment, or shall they be separated or arbitrarily classified in some entirely unrelated department of the city as is done in some cities? So far as information could be obtained, it would seem that in a number of states the recognition of the special function of the public library has usually been incorporated in the commission plan law in an indefinite way by the provision for a board of library trustees of varying number elected by the commission, but under the supervision of one of the commissioners or heads of departments.

Educational interests are certainly as vital a part of a municipality's responsibility as the more material interests. If the chief value and strength of the commission plan consists in directness and simplicity and the concentration of responsibility and authority on a few responsible men, it would seem that the separate and independent organization of the school system in a commission governed city is scarcely any more defensible than that of a public library system; while the scope of the school system and the funds involved in the school management are much larger, the principle is the same. It is found, however, that in very few instances, have the schools been placed under the commission plan; the most notable instance, however, seems to be that of the city of Houston, Texas, where a school board of seven members is appointed by the city commission in a manner similar to the library board. The success of such centralization seems evident as set forth in an interesting article by the superintendent of the Houston schools in the Educational Review, April, 1909.

If we believe that the various means of popular education, outside the school room, should be strengthened and dignified in the municipality, there should be a serious effort made to bring to the attention of those who are interested in commission plan legislation the most advanced and enlightened views regarding it. Can a comprehensive scheme of education such as is now being developed in the commonwealth of New York be applied to a municipality? If so, could a commissioner of education, as one of the city council or commission, wisely direct all of the educational interests of the city, i. e., the schools, libraries, museums, etc? Or, is the present tendency of the plan to provide a small board of 3 or 5 members appointed under the commission, to have charge of the library, and another similar board to have charge of the schools, the better method? The election of a commissioner of education *ex officio* chairman of these two boards would strengthen the latter plan greatly.

It is of vital interest to librarians, in view of the popularity of the commission plan and the likelihood of its more extended adoption, that we give consideration, in a constructive way, to the securing of a more comprehensive recognition and classification of the public library as an educational factor in this new scheme of city government. There seems to have been no serious consideration given to this in the past and laws are taken over from other states without investigation. Whatever recognition there has been given the library in the plan seems to have been more by chance than by careful forethought. While the plan may be an experiment, it is one that continues to be tried. It is essential that active efforts be made to strengthen the weaknesses in the existing laws and safeguard those laws that are likely to be enacted in other states.

The CHAIRMAN: Miss Tyler has presented a subject entirely new to our program and, I think, to the thoughts of most of the members of the Association. It is a subject, as she says, which is now of vital importance to a large number of libraries and is evidently going to be of vital importance to a still greater number. We in the East and center of the country look rather to the western states for pioneer work, and I should like to have some amplification of some of the details and perhaps criticism, or some tentative answer to Miss Tyler's last question, and I hope some of our western friends will speak. I understand Miss Harriet Ann Wood, of Portland, Oregon, has made some study of this subject, and I will ask her to say a few words.

Miss WOOD: I was librarian of the Cedar Rapids library when the city adopted the commission plan. All of the trustees of the library were very progressive, forming an ideal board in every respect. They were all ardent advocates of the commission plan of government and worked very hard for its adoption in the city. One of the features of the commission plan of government is that no man who has any connection with a corporation which holds a city franchise is eligible to membership on the library board. One of the strongest members of the library board, one who had been a member from the first, who knew

the whole history of the library and who knew more about the conditions which prevailed than anyone in the city, was thereby made ineligible to membership.

The city attorney was very much interested in the library, but he decided that three was the right number for the library board. A board thus constituted works very well, except in a crisis when it becomes virtually a one-man board. After the plan had been working for about two years, the new set of city officials came in and a new city attorney, who decided that the library should operate under the regular state library law and that the proper number for the library board was nine, and that the old board should have been serving all the time. Therefore, he advised the council to this effect, and they reinstated the old board. At the end of two years more there may be a new city attorney and under the law there is no way of telling whether the library will go back to the three-men board or not.

Library affairs have progressed very smoothly. The library board has endeavored to keep in touch with the commissioners and has inspired so much confidence that the internal affairs of the library have not been interfered with. At one time, however, the council, without consulting the trustees, passed a resolution that the binding of the books which belonged to the city, should not be done outside of the United States. Of course, this was a matter which was very easily complied with, but it indicated the power that rested in the hands of the officials if they chose to exercise it.

The appropriation was increased. It was evident that the new commissioners were anxious to make their city library what it should be and they worked with the trustees in perfect harmony to promote the interests of the library. The trustees of the library tried to promote the things that were of interest to the commissioners. The commissioners had Charles Mulford Robinson make a plan for the beautification of the city, and this the library trustees circulated very freely and generously. This I simply mention as a method of keeping in close touch with the council and of advancing all the interests of the city.

We certainly feel that the commission plan, so far as the city of Cedar Rapids is concerned, is a success, provided the law can be properly amended.

The CHAIRMAN: Miss Tyler has stated that there are eleven towns and cities in California who have the commission form of government and she has given us a general expression of the average opinion, but I thought perhaps we might receive from some representatives of those towns and cities further details of the question under discussion here. Is there anybody who represents a commission town or city who would tell us a little more in detail how it has worked out?

Mr. J. L. GILLIS: The city of Sacramento has not adopted the commission form of government, but the citizens there expect to do so. I am not very familiar with the changes in the law in regard to libraries in those cities where the commission form of government has been adopted, but from what I do know, there has been very little change. The libraries are either to be operated under the state law as formerly, or the changes are very slight. I do not believe it makes any particular difference in the government of libraries in this state. In Sacramento, it is proposed to place the library under the charge of one commissioner, the object being to get direct communication with the governing powers so that interest in the library may be taken by one who has the power to raise the money and to dispense it. Later perhaps we can tell you how it works out.

The CHAIRMAN: While the question of the commission plan of government as it affects libraries is the particular phase which we are personally and most vitally interested in here, there is, of course, the wider aspect of the question, whether the educational interests of the city are sufficiently distinct to be treated differently from the other interests of the city and whether the library is sufficiently distinct from the school to be treated differently from that interest. Mr. John Judson Hamilton, author of the book, "The dethrone-

ment of the city boss," is with us this morning and perhaps will speak to us on that broader aspect of the question.

Mr. HAMILTON: Mr. President, ladies and gentlemen: I should hesitate very much to put my own theoretical ideas on this question against either those of Miss Tyler, or against your personal experiences of the commission form of government, as some of you have had it in your capacity as librarians. I could not add very much, if anything, to what Miss Tyler has said on the general question. I don't believe that even Governor Woodrow Wilson himself could have given a more statesmanlike summary of this question than Miss Tyler has given and I will ask her to remember that I don't offer this as an argument for women's suffrage. I am willing that you draw your own conclusions. As to the question of including the educational side of the community's work with the political, under the commission form of government, I agree with those in Des Moines who think that ought to be done. I heard a very interesting address by Governor Wilson at Los Angeles a few evenings ago, in which he discussed the question of communities putting all their eggs in one basket, and then watching that basket, and I believe in doing that very thing. I think the educational and library work ought to be put in the full blaze of publicity along with the city's government, in cities having the commission form of government. I think there is no better information that your Association could get along this line than the individual experience of librarians in commission governed cities. You certainly have that which is of more value than I could offer.

The CHAIRMAN: The question of "The relation between the library and the municipality" is really the main topic of the morning, and we shall revert to the question suggested by the latter part of Miss Tyler's paper, the question of the administration of civil service, later, but now is the time to take up, according to the printed program, the question of branch library problems and I have the pleasure of introducing to you Mr. CHARLES H. BROWN, assistant librarian of the Brooklyn public library, who will speak on

LIMITATIONS OF THE BRANCH LIBRARIAN'S INITIATIVE

As good American citizens we have from our earliest days been thoroughly imbued with the spirit of Patrick Henry, "Give me liberty, or give me death." We as librarians have sometimes applied this motto to our professional work, holding up before ourselves as our ideal, independent positions. We dislike to be limited in our work in any way, and it is possible we may at times spend many minutes in thinking how much more successful our libraries would be if we were not hampered by what we may at times consider necessary evils, such as boards of trustees, chief librarians and and in our larger libraries superintendents of departments. It cannot be denied that there are many advantages in allowing heads of libraries, whether they be branch librarians or librarians of independent city libraries freedom of action. Why should not branch librarians be given the same privilege of initiative which the chief librarians expect in dealing with their boards? Those directly in charge of branches know the immediate needs of their own communities better than those at the head of large systems of libraries, many of which have to deal with different types and races of people. An over-centralized system may involve the loss of originality and what is worse the loss of enthusiasm and interest among the assistants. Even in these days of mechanical progress a machine will not do as a reference librarian or a loan desk attendant. If the decision of the small every-day problems which are continually arising must wait until some administrative officer, usually several miles away, can be consulted, we shall have continual trouble and vexation of spirit not only on the part of the assistants immediately concerned, but also of the public. On the other hand, it is obvious that there are many reasons why it is inexpedient for a branch to be entirely independent of its neighbors, as if it were in

another city. The economic loss in doing the work of ordering, accessioning and cataloging the same title 25 or 30 times instead of once, the confusion to the public through different rules in different branches and the unnecessary duplication of books are a few of the many arguments against a decentralized system which will at once occur to us. How far, then, can we retain the advantages of decentralization and independent administration without injury to the service? To what extent must the initiative of the branch librarian be limited? Is it feasible to increase or decrease the limitation of freedom of action and what are the corresponding gains and losses?

It may be of interest to compare in a few points the administration of a branch library with that of an independent city library. How much of the authority that is usually given to the head of a city library can be given to a branch librarian? What are the agreements and what are the differences in the underlying conditions? How much actual and absolute independence of action can be given to the one and not to the other? Let us take as a basis of comparison branches and independent libraries of about the same circulation. At the head of the independent city library is the board of trustees with its various committees on administration, books, buildings, etc., to which the recommendations of the librarian are submitted. The branch librarian on the other hand has as her superior officers the chief librarian and the heads of departments to whom her recommendations may be submitted. The chief librarian is an expert in library economy; the trustees usually are not. The assistants are appointed and removed in the one case by the board or a committee of the board after recommendation by the librarian; in the second case the branch librarian may or may not make recommendations as to the appointment or transfer of the assistants employed in a branch. The rules and regulations for the public are in the case of the independent library fixed by the board upon the recommendation of the librarian; the assistant in charge of a branch may or may not make recommendations to her superior officers as to changes of rules. In relation to other libraries and institutions there is a marked difference. The independent library does not usually have to consider the limitation of scope due to other libraries in the same city doing the same general work; the branch library must bear this continually in mind. The main difference, however, is in the amount of money available for library purposes. The circulation of the larger branches in New York and Brooklyn, such as Seward Park, Brownsville and Bushwick, compares not unfavorably in number with such cities as Worcester, Denver, Providence, Springfield, Grand Rapids and New Haven. The population of the districts reached by those branches varies from 50,000 to 150,000, as does the population of the cities mentioned, with the exception of Denver, which is larger. But the amount of money available for the support of these branches is, roughly speaking, in each case about one-half the library appropriation of the cities, even if the cost of the administration of the central office is distributed proportionally among the branches. This means in the case of the branches smaller buildings, fewer assistants and lower salaries. As the circulation is the same and requires the services of the same number of assistants in both cases, there will obviously be in the case of the branch library a smaller force available for other routine work.

Now to what an extent do these differences limit the comparative freedom of action of the branch librarian, and how far do the agreements permit it. Let us take it as granted that it is desirable to give the branch librarian as much initiative as is consistent with economical administration and satisfactory service to the public. Bearing these facts in mind, it is not difficult to come to some general conclusions with regard to the administration of a large system of branches.

In the first place, the fact that the money available for a branch is much less than that for an independent city library

with the same circulation, must involve certain economies of coöperative administration. The saving in cataloging and accessioning at the general office is considerable and cannot be ignored. In the ordering of books and supplies there is even a greater economy in having the work done at one place for the entire system, for by this means larger discounts may be obtained through the purchase of large quantities at one time. However, this routine work is not such as affects the initiative of the branch librarian to any great extent, provided certain essentials of this work are left largely to her discretion. These essentials are first, recommendation as to the selection of books and supplies, second, the addition in cataloging of certain subject headings such as may be in her opinion needed in her special branch. In the selection of books the branch librarian may not have the knowledge possessed by the head of an independent library. The former receives less salary and has a narrower experience. But, knowing her own community with its various factories and industries, she should be given the initiative as to what books should go into her special branch. Her recommendations may well be examined at the central office, as the recommendations of the independent librarian are examined by his book committee. This is the more essential in the case of the branch library, as the chief librarian, while he may not know the 40 or 50 different communities of his city, does have a better knowledge of the value of various books and editions. The same argument applies to additional subject headings. In a general book on technology a bibliography of steel works management may be worth a subject heading in a library near the steel mills. The addition of such subject headings and the analysis of special articles or chapters may well be left to the branch librarian, if the headings selected by her are approved by the head of the cataloging department. It follows, therefore, that although a certain part of the routine work must for purposes of economy be done in the central office, yet this centralization does not necessarily lessen the branch librarian's initiative.

In regard to the personnel, it has been found necessary in the larger libraries to conduct training classes for embryo librarians. It is not possible, even if it were desirable, for each individual branch with its small force to conduct its own school, but the apprentices may be given experience in various branches, and the branch librarian allowed an opportunity to report and recommend as to their appointment. In the case of an undesirable assistant, the branch librarian may have even more opportunity for initiative than the independent librarian, for it is far easier for the former to transfer an assistant from one branch to another than it is for the latter to make an absolute dismissal. The branch librarian should know the efficiency of her various assistants and should be encouraged to report upon them to the chief librarian. If this be done, her initiative as to the personnel of her force does not compare so unfavorably with other librarians and is superior to the privileges many librarians enjoy under city civil service rules.

The reference work is another department which calls for decentralization. Each branch should have its own reference collection. Although it must of necessity be smaller than that of the independent library with its larger building and greater income, yet it should be sufficient to answer most of the questions that are asked. The remaining inquiries call for coöperation. If the information sought cannot be given at the branch, the reader should be referred to the central building or the question should be forwarded to the chief reference librarian for investigation and report. This, however, is not so much a case of centralization as of coöperation, and would be found to a less extent perhaps in our larger libraries.

The rules and regulations for the public must involve some degree of centralization, although even here the initiative of the branch librarian may not be necessarily limited. It is clearly desirable to allow the public to use different branches

if they wish. This involves some uniformity as to registration, charging systems, etc. It also implies uniformity as to certain regulations. It will not do to allow persons in one branch to take out 5 books at one time for 3 months, and in another branch a mile away to limit them to one book for 2 weeks. This uniformity does not imply, however, a central registration office. The branch librarian may well be given charge of her own registered list of patrons, thus keeping in closer touch with the people of her community. As the librarian makes recommendations to his board as to changes of rules, so should the branch librarian be encouraged to study and recommend any amendments to the regulations of her own library. She has the further assurance that any improvement she can propose will benefit not only her special branch, but all the branches of the city. Thus she may be given a great incentive for originality and initiative.

So far, I have attempted to show that the opportunities for initiative of a branch librarian do not necessarily compare unfavorably with those of the independent librarian. While a certain portion of the routine work for purposes of economy must be done in a central office, yet this does not affect necessarily the opportunities in branch work, and this centralization may be even a relief to the individual and thus an advantage to the public. Most of us will not consider that the decrease of routine work lessens our initiative.

Centralization does not mean uniformity along all lines. The individuality of the branch and the branch librarian must be retained. The branch librarian should and must study her community and the conditions in her neighborhood which may affect her branch, and should make recommendations embodying her conclusions. Different neighborhoods have different needs. A duplicate pay collection may be an excellent thing in a residential district and a total failure in Little Hungary. A collection of books in a Fifth Avenue branch on How to live on $500 a year would be absurd. The branch librarian should be given and should feel the responsibility for the success or failure of her branch. She should make recommendations to the administrative officers as to the selection of books, changes of rules, the personnel of her force, and the extension of the library's activities within her neighborhood, as the independent librarian makes his report to his trustees.

How may the initiative and originality of the assistants in a large system of branches be encouraged? It is possible to foster the spirit of coöperation among the branches of a system. Advice and counsel should be given in place of direct orders in so far as may be possible. The military system is not to be commended in library work. It is perfectly feasible to discuss any proposed changes at the meetings of the branch librarians, who should be encouraged to take part in such discussions. The assistants should be urged to recommend at any time possible improvements in the library service, and should feel free to talk over such recommendations informally with those at the head. If this is done the originality and interest of the assistant will not be lost; the decision of every small point need not be postponed. It is not sufficient to say, the "Work for the work's sake." It is the "Work for the public's sake." You all have heard of the library assistant who exclaimed when interrupted in her routine work by a reader: "If the public would only let us alone, we could get some work done."

Those of us who may be longing for independence should remember that there is no such thing as an absolutely independent position in library work or any other work. Sometimes I think independence is what we think the other fellow has and the other fellow thinks we have. The head of the library has his trustees and the city officials, who, with their civil service rules and their inclination to cut our budgets, can make more trouble than any chief librarian would ever dare to make. No one ever accomplished anything by thinking continually of the limitations in his work and by telling himself that opportunity has knocked and fled, never to

return. Opportunities are always with us; it is for us to see how we can make the best use of them.

The CHAIRMAN: The discussion of this subject will be continued by Miss CLARA E. HOWARD of the Carnegie library, Pittsburgh, who will speak on

THE BRANCH LIBRARY AND ITS RELATION TO THE DISTRICT

Within the past ten years the duties of a branch librarian in Pittsburgh have changed. When the branches were first opened it was found necessary to keep a great many records, but since the running machinery is in order, many of the details of the organization have been done away with. At present the only records kept are those which are not obtainable at the central library. The branches depend upon the central for figures of additions and number of volumes in their collections, and the central expects from the branches only those figures for which the branch is responsible. The monthly and annual statistical reports of each branch are now compiled in the central office where they have an adding machine. As much routine as possible has been done away with and as our books come to us already accessioned, shelflisted and cataloged it remains for us only to check our orders, file our cards and get our books into circulation.

The object of this change was, first to do away with unnecessary duplication of work, and secondly to give the branch librarian more time for field work which is much more vital. In some of the fundamental principles a certain amount of uniformity is required, but as the eight branch districts in Pittsburgh are so different and individual, it is the policy of the library to give the branch librarian full power to develop the district as she may see fit, so long as she keeps within her appropriation and the general policy of the library system. She has no limits except the physical ones, the size of her building and staff. She is made to feel that the library board and the librarian particularly are in sympathy with what she is trying to do, and that she has their hearty coöperation. She becomes a part of the community in which she works, and is vitally interested in all its activities. In this respect a branch library closely resembles a library in a small community.

The Wylie Avenue Branch is situated in the heart of what is known as the "Hill District." At one time this was a very well-to-do part of Pittsburgh with substantial and well built homes, but for the most part this better class of people, the old families and even the lower middle class have left the district, and their places have been taken by foreigners and negroes. The homes were originally built for one or two families, but they have been changed to such an extent that we now find five or six families occupying the same building. Many of the parlors have been turned into storerooms and here we find tailors, grocers, butchers, bakers and toby-makers who make up the trades people of the neighborhood. The entire neighborhood is badly congested, and it is a common occurrence for a family to move five or six times a year in their efforts to find more livable quarters.

The nationalities represented at the branch are American, English, Jewish, Russian, German, Austrian, Italian, Roumanian, Hungarian, French, Negro, Scotch, and Irish. The district is essentially Jewish, but the people are divided into groups of German Jews, Russian Jews and Roumanian Jews, so there is a lack of community life and community interest. Few women among the foreigners use the library. Either they are suspicious of all reading on account of the years of oppression in their native land, or they have very little time from their household drudgery or they do not know how to read. The foreign men seem more anxious to get books in their native languages and read constantly. The library has been working to get a good collection of books in the foreign languages, as they are now looked upon as a means of establishing a home feeling in a new country where the foreigner can be brought into a sympathetic

understanding of our life and institutions. The public school looks after the children of the aliens, but the parents land in America when they are beyond the age of the elementary school and very often the only way they can learn is through unpleasant experiences. Books which tell the parent that it is against the law to send his child to work before he is fourteen, what the taxes are for and where they go, where to get naturalization papers and questions of similar nature save the foreigner a great deal of embarrassment at times and render him a service which he does not soon forget. It is really marvelous how readily the foreigners do assimilate. They are quick to learn and many times their efforts to secure an education after they are advanced in years is pathetic. They want to learn English and will even ask for a copy of the alphabet that they may learn to read and write at home. Primers, first and second readers are in constant demand by the parents, and the library buys all the so-called "Helps to Foreigners" that can be procured.

One of the most important agencies of the district is of course the public school. Regular visits are planned in the fall when the schools are well started to meet the principal and new teachers, to tell them about the library and its catalogs especially The Children's Catalog and Graded List of Books for use in the schools, the picture collection and the books on the Teachers' Reading Circle list. Our plan of coöperation is explained and the teachers are usually most cordial. One of the strongest points that we try to make is to get the teachers to notify us in advance if they are to assign a special topic for composition work or outside reading so that we may have the material looked up before the children come in for it. If the principal is willing, and usually she is most anxious for us to visit the different rooms, we tell the children about the library, how they may get cards to take books home and that the library has many books which their fathers and mothers might like. An announcement is also made at this time of the story hours for the little children and the older boys and girls. If requested to do so, we tell stories in the different rooms. In my own district we visit the schools only once a year, as each visit brings in such overwhelming results that we cannot take care of all who come. We also feel that we might wear out our welcome if we visited more often. Friendly visits are made at other times, however, to see the work of the school.

An arrangement is also made whenever possible with the two high schools in the district to enable us to have the material looked up and reserved before the demand comes.

A very progressive night school is also conducted in one of our schools, designed especially to meet the needs of foreigners. The enrollment is 1,200 and 29 nationalities are represented. Old men and women, husbands and wives and half-grown children eager to learn take advantage of every opportunity. A great many of the teachers are regular borrowers at the branch and have asked for coöperation with their evening classes. Debates, recitations and questions in civics are looked up for them and a list of good books for foreigners to read after they have reached a certain degree of proficiency in English is about to be prepared.

There are two large and very active social settlements in the districts. Kingsley House conducts many classes in gymnasium work, basketry and bead work, sewing, dressmaking, typewriting and stenography, telegraphy, domestic science, manual training, weaving and dancing and the library is constantly called upon for books along these lines. Just now the residents are making their plans to open their summer home, about twenty miles in the country, where they entertain parties of 250 for two weeks at a time from the poorer districts of the city from June to October, besides many hundreds of visitors who go for one day only. The instructor in manual training is having the boys make kites, stilts and bird houses and such things that will be used in the country, and the library was asked to furnish patterns and designs for this work.

We are also going to furnish a case of books about insects, birds, flowers and trees and a general collection of books for the children and mothers for use during their stay at the summer home.

The other settlement is Jewish entirely and much of the class work is among foreigners who have recently come to the city. The Jewish children are very precocious and much of the work done for them is along the line of debating clubs and literary societies. This settlement has a large reading room for the use of the members, but for the most part the collection consists of books for recreation so that practically all of the reference work for the clubs is done at the branch.

In this connection I may mention a serious defect of the branch library system and that is the lack of a Poole set of magazines kept at the branch. It is out of the question to buy a complete set even were there room at each branch to store it. The borrowers usually want the information right away and are unwilling to pay the car fare necessary to get to the central library, nor do they want to wait until the messenger can bring it. At present we have messenger service three times a week, but we hope some day to have a daily messenger and this will in a way alleviate this difficulty. We have estimated for this for several years, but the final appropriation has not warranted it.

Each of the settlements has one or two friendly visitors and nurses with whom we coöperate. If children come to the library and we think they need attention or medical aid we find out which settlement they attend and ask the nurse of that settlement to look after them. If not a member of either settlement we refer all Jewish cases to one and the rest to the other settlement.

We are occasionally called upon to look after some of the proteges of the Juvenile Court who are released upon probation. They are allowed to come to the library for books and the assistants at the branch make a special effort to see that they get the proper sort of books.

A children's librarian is occasionally sent down to the Temporary Home for Children to tell stories and the matron has at times brought the children to the regular branch for story hour.

The Boy Scout movement has recently developed in Pittsburgh and within the neighborhood there are several patrols already established. This gives rise to the demand for Boy Scout books and also books on allied subjects such as camp-life, fishing and hunting.

Besides the foreigners in the Hill District there is also a large colored population. Very little is done for them in the city. While the settlements do not actually bar their doors against them the negroes do not feel free to avail themselves of the privileges. The playground of the district admits them because it is more or less a city institution, but they have found that separate classes for them is the best plan.

The library conducts a study club for colored women. The work taken up is literary in character and prominent men and women, both colored and white, have given their services for an evening's entertainment. For the basis of good work the club membership is limited to twenty-five, and all vacancies are filled from a waiting list. The members are the better class negroes, and most of the young women are employed in some kind of work, such as hair-dressing, dressmaking, stenography or general office work. While most of the members come from the district around the branch a few are from the surrounding suburbs. The club is looked upon as one of the social organizations of the city, its meetings are announced from the pulpits, and at the annual open meeting there is usually a very representative negro audience. A list of books of interest to colored people was at one time sent to the local colored newspaper and this list has appeared weekly with the call number of the books. There was also an editorial urging the men and women to become familiar with the books which were to be found in the library.

So far I have spoken only of the work that has been accomplished at the Wylie

Avenue Branch. We feel that very little has been done to advertise the library because we have been handicapped by the size of our building and staff. The greatest problem has been to handle effectively the crowds that come of their own accord, for during the busy months our attendance is often over two thousand a day. We are looking forward to the time when our building can be enlarged, when we can take a more active interest in the district working especially through the toby-factories.

The other branches in the city have worked along different lines. The West End Branch has reached good results through several clubs conducted by the branch. South Side, which is in a great mill district, has found it advisable to open the branch as a social meeting-place for the men, and very crude quarters are provided for them in the basement, where they may smoke if they wish. In the Homewood district the Board of Trade has been very much interested in the branch and its work, and there has been active coöperation with the Homewood Civic Club. The East Liberty Branch has coöperated with the local Board of Trade of that district and one of the strongest allies has been the churches. Mothers' meetings have also been a potent factor.

The problems of the branches are so many and so diversified that once a week the branch librarians meet with the superintendent of adult circulation to talk them over and make such recommendations as seem feasible. This meeting follows the regular weekly book order meeting. Once a month a meeting is held of all leading department assistants who can be spared and still keep the branches running. At this time there are usually one or two speakers from outside the field and one speaker from the library staff who tells of the special work she is trying to do. These meetings are planned to keep the assistants in touch with what is going on in their own library and round about them.

The CHAIRMAN: The subject of branch libraries has been rarely treated in the programs of the Association and is certainly one of the live questions, because I recollect reading, within the last two or three months, such very opposite opinions on the question of the use of our small parks for branches, as that of Chicago, which is enthusiastic over it, and that of Boston, which repudiates it entirely. The Association might well have a most interesting discussion following this paper, yet I feel obliged to remind the Association that they were very dilatory in assembling and there remains no time for such discussion. We are to have the pleasure of hearing an address on "The 'Eternal Or' of the librarian," from Mr. FRANCIS F. BROWNE, editor of "The Dial." I don't think that in an assemblage of librarians it is necessary for the chairman to refer to the position of "The Dial" as a literary paper. I need only recall the remark of a Bostonian of the Bostonians, the late Dr. William Everett, when he suggested that he would consider it a greater honor to write for "The Dial" than for the New York "Nation." More than that cannot be said.

THE ETERNAL "OR" OF THE LIBRARIAN

It could hardly be without a savor of presumption that one quite outside the field of practical library work should venture to address a great body of experienced librarians on matters pertaining to any phase of library administration. Something of the disdain with which Othello spoke of one who "never set a squadron in the field, nor the division of a battle knows" might well be aroused among librarians at the pretense of instruction from one whose practical knowledge of library work is almost *nil*—who never set a book-stack in its place, nor knows the divisions of the Decimal Classification. But as libraries are made of books, and the collecting and dispensing of these is the chief end and aim of the librarian's life, there may be points of interest between him and one whose work, in quite a different way, has been concerned with books,—who, like the librarian, has lived his life among them;

who has written them, edited them, printed them, published them; who, most of all, has been engaged in attempts at estimating them, trying to form a judgment of their rank and value, not only in cold and formal print, but often in a prior stage of their existence, before they were printed, with many aspiring manuscripts that were destined never to be books at all; who has always been glad to praise them when he could, sorry to blame them when he must, and anxious chiefly to arrive as nearly as might be at a just and fair appraisal of their worth. And here, it would seem, might perhaps be found matters of common interest regarding books, and topics bearing upon the work and problems of librarians.

From the title of this paper one may surmise that it refers to what is oftentimes the most vexing problem of the librarian's professional life—the problem of book selection. The problem is ever present and ever pressing. Every new book that is presented or announced flings at them its disturbing challenge. The average library can buy comparatively few of all the books that are offered, and but few of those the librarian would really like to buy. Which shall it be?—This? *or* That? *or* T'Other? Ever the Eternal "*or*," and ever the necessity of choosing. The problem is a doubly complex one, since every choice of a book for purchase involves the rejection of others perhaps equally desirable. This rejection, indeed, is often the most trying part of the affair, since it seems to affix to many excellent books the stamp of the librarian's disapproval. His position is much like that of the boarding-house guest who, when his landlady sounded him as to his preferences with respect to pie —"mince, custard, apple, rhubarb"—appreciatively suggested apple and custard, only to receive the disconcerting rejoinder, "What have you against the rhubarb and the mince?" While the most favored librarian can hardly hope for such prodigality of choice as was available to the pie-eater, who was granted two selections out of every four, yet their defense against the charge of unjust discrimination must be much the same; they cannot possibly take all the pie or all the books that are offered them. They must weigh, deliberate, and choose. And so to both comes the eternal "or," the hard necessity of choosing. And both must choose wisely—the one in peril of his stomach's peace, the other in peril of peace with his Directors, and with the Anxious Reader who is keenly disappointed if he does not find the special book he long has sought and mourns because he finds it not. The librarian might well take to heart a paraphrase of Carlyle's words from Goethe—

> Scan all the Book Lists—
> Study their pages
> Of books of all ages—
> Then hear the Voices:
> *Choose well, your choice is*
> *Brief and yet endless.*

Brief indeed is the time for choosing, and endless are its consequences for the good or ill of the library, and possibly of the librarian. A consideration of some of the aids to this choosing process—to answering the challenge of this "Eternal OR"—may justify the few minutes' attention called for by a brief discussion of the subject in some of its more obvious phases.

The problem of book-buying is obviously one of far greater difficulty for a librarian than for a private buyer. Not only is it harder for a conscientious person to spend another's money than to spend his own, but the considerations involved in the selection are vastly more complex. The private buyer, especially one with ample means, may buy what best suits his fancy or his needs, without fear of being called to account by any one; if he makes mistakes, it is his own affair, involving a loss which may be no serious matter to him. Or if his ability to buy books is limited, he simplifies the problem by confining his selections chiefly to his favorite field of study or amusement; and thus his range of choice is comfortably narrowed. But the librarian must not only take the responsibility of making purchases for other people—he must distribute his purchases as judiciously as he can through all realms and provinces of literature.

Not only must his quest extend to the general fields of science, history, or philosophy, where tests of scholarship and knowledge may be more definitely applied and the judgment of experts be available for his guidance, but he must be alive to the claims of special works in the newer and more novel fields of research or speculation where the attempts to keep up with what is really new and vital, while at the same time shunning what is freakish and unworthy, may well bewilder him and make him wish there were no such things as "advanced thought" or any further "extension of the boundaries of knowledge." Biography and memoirs and "light essays" are perhaps less difficult—the name of the subject and of the writer being sufficient for at least a clue to the importance and interest of a book.

It is in the fields of fancy and imagination, however, that the task of selection is undoubtedly hardest—the books which appeal to the larger number of readers, and the ones in which the range in merit from worst to best is greatest. The most difficult problem of all is probably the New Novel. Happy is the librarian who has a real book committee to take or share the responsibility in this field. Without this aid, he must seek light and guidance from whatever source he may. Perhaps he tries—often vainly—to read some of the newer books himself; or a member of the board may be willing to give the library the benefit of his literary zeal and knowledge; or friends of the librarian will report their impressions of a book—sometimes in too diffuse a manner to be of much practical service, sometimes with the cryptic but expressive formula "n. g." —a formula hardly to be commended as a model of literary criticism, but having at least the advantage of definiteness and brevity.

In any event, not even the most catholic-minded and impartial of librarians can succeed in satisfying all classes of readers. Any general approval of his selections he need hardly hope for; expressions of disapproval are much more likely to be heard. The reader of fiction who is impatient for the latest if not the most sensational novel is scornful at seeing good library money spent for "poky old books" on religion and philosophy; while the reader of "solid literature" is pained to see the concessions made to the perverted tastes of readers of "silly novels." All these classes have their rights in the library, and a right to the expression of their opinions. The librarian is a servant of the people, who are really his employers. He is a literary caterer, whose business it is to find out what the public—*his* public—want, and to supply this want, within reasonable limits, to the best of his ability and resources. His business in buying books is to buy the best of those that are offered; not merely those that are best in themselves, or best for him, but those that are best for *his* library and *his* public—those that will give the most satisfaction and the most profit to the community that supports the library and him. This does not mean that he is not to direct readers and raise the standards of taste whenever he can; he should try to lead and guide in the right direction—but he should not be too keen to officiate as guide, nor keep so far ahead as to be out of sight of the procession.

It is time to narrow the discussion to what was intended to be its main topic—the *printed aids* available to the librarian in his task of book selection. In this, as in what has already been said, reference is had chiefly to the average-sized public library, in which the task falls heavily upon the librarian, who must keep its requirements continually before him. And by "him" is of course meant always, and in a large sense, also *her*—the estimable and cultivated woman who has found a useful and honorable place in the ranks of library workers, as her presence adorns and her influence stimulates the national conferences of librarians. These printed aids are so varied and numerous that their very abundance may be an obstacle to their usefulness. They begin to appear before a book is born; they proclaim its advent, they accompany its birth, they attend the various processes of its introduc-

tion to the public and of finding its proper place and rank in the literary world. Sometimes they continue after it is dead; occasionally a belated review appears of a book so long in peaceful desuetude that no one remembers that it ever lived. Librarians must sometimes be wearily amused at reading enthusiastic laudations of "epoch-making" books that have long existed in their consciousness only as unvenerated "plugs."

The multiplicity and variety of these printed aids to book selection, with the difficulty that must be found in trying to keep track of them, suggests the query—if even a query may be ventured by an outsider on so practical a detail of library work and method—the query whether some practicable means might not be found for a more systematic handling of this material; for classifying it, and keeping it in some simple and orderly arrangement. Possibly some such methods are already used by librarians—indeed, I have learned of two or three libraries in which they are used, but for more special purposes; and it may be that a system could be devised more general in character and suited to a larger number of libraries. The details of such a plan would of course have to be carefully worked out, and be matter for study and experiment. For purposes of illustration, it might be supposed that a librarian has a lot of convenient small holders or envelopes—whatever form is simplest and cheapest—each endorsed with the title of a new book, starting with some printed item when it is first announced—when, like a new planet it "swims into his ken." These announcements could be made up, to some extent, from the circulars and advertisements of publishers; but these have the disadvantage of not being at all uniform in style, and they are often indefinite as to the character of a book, and incomplete. Better results would doubtless be had by taking the regular advance announcement lists given by some of the leading literary journals preceding the regular spring and fall publishing seasons. The best of these lists are systematically and accurately prepared, with uniform style of entry, classification showing kind of book, title, name of author and publisher, illustrations if any, size and price; and as the lists are substantially *complete*, they afford a survey of all the forthcoming American books, and reprints of English books, that are likely to appear between one list and its successor. The cutting of these lists into slips and distributing them into their holders might be the first step toward this "working bibliography," a foundation on which to build. It will probably be objected that such an apparatus would be too complicated and expensive—far beyond the dreams of avarice of the average librarian; but we are not now considering that part of the matter—rather, trying to see what results it might lead to. Into each packet might go, from time to time, items of information as to when the book was to appear; printed items of interest regarding it, or indicating its importance; clippings from the better class of trade lists and bulletins of new books; or any pencilled memoranda that might be worth making and saving. In a word, the packet would become the repository of compact and easily accessible information about that particular book; and it might perhaps contain also more private pencil jottings, such as "Mrs. Jones asks for this," "Dr. Pundit praises this author," "Miss Squeems thinks this is horrid," and similar illuminating intimations for the librarian's quiet hour. The result would be a collection of what might be called *foundation knowledge* about new books, in which each book could be considered by itself, without the confusion of impressions resulting from attempts to use the same material unassorted and in the mass. The librarian and assistants would at least know that a certain book was coming, and in a general way what sort of book it was to be; and the sometimes mortifying effect of the too ingenuous answer to an inquiring reader, "Never heard of it," would largely disappear. New information could be added at any time, and inquiries quickly answered by turning to these Easy Reference Envelopes, which might appropriately be endorsed "inquire within for what-

ever is now known" about the particular book referred to. After a book was bought, the envelopes, permanently preserved, would show at a glance why the purchase was made, should it be found a questionable one. All this is suggested very tentatively, and with the thought that a consideration of it might possibly lead to the working out of some practicable method for the plan desired—if desired it should prove to be. It might at least be better than carrying about unassorted and unassimilated material in the vest-pockets of men, or the shirt-waists or sleeves or whatever corresponds to pockets in the affairs of women.

Our consideration of the general subject of printed aids to book selection brings us now to the most important part of all, and the most difficult to consider within due limits of time and space. This is the matter embraced under the general term of "Opinions,"—including "book reviewing" or "noticing," "book booming" or "puffing," and other minor categories. Into the great field of literary criticism in general it is not intended here to go. The principles of literary criticism are matters not for a paragraph in a brief address, but for a book or an extended and finished essay; and these are presumably as familiar to librarians as to other classes of cultivated readers. What most concerns the librarian as book-buyer is the practical appraisal of books —something which will aid him most in grappling with the problem of the "Eternal OR" with which this paper was begun. In this appraisal, as practiced in literary journalism, comes first what is known as the "Review," and next what is usually called the "Notice." The terms are rather loosely used; indeed, the one is often only a briefer form of the other. The "Review" is more extended, and goes more deliberately into a description of the book, with a more careful consideration of its merits and defects; the "notice" is usually confined to description mainly—though in cases where approval or condemnation may be safely and unqualifiedly expressed, this is often done tersely and emphatically; and the value of the opinion, unsupported by the citations or evidence that would be expected in a long review, will depend on the character of the journal or of the writer. Librarians of experience and insight learn how to judge literary critics and literary journals, and what weight to give their opinions. The ideal appraisal of a book, for the purposes of a librarian, would be somewhat like the analysis of a chemist, formulated in the verdict, "Here is what you gave me; here is what I find it to contain," signed "Helmholtz, Chemist," or "Hazlitt, Literary Appraiser." But such short-cut processes as are possible for insensate matter can hardly be applied to that living thing, that something next to the human soul, a Book. Its qualities are too subtle and refined, its substance too ethereal, to be weighed in any chemist's scales; a higher alchemy and a clearer vision are needed to discern spiritual facts and forces and expound their meaning and effect.

In one respect, it is true, the really authoritative book review should resemble a chemical analysis: it should be the product of an expert, and bear the warrant of his name—the reputable historical scholar for the new book in the field of history, the biologist for new researches into the origin and mystery of life, the geologist for geology, and so on down the list. Of course this method of treating books in the domain of exact knowledge, of science properly so-called, will not apply to books of a very different class—to poetry and fiction and some other categories whose appeal is to the taste and judgment and experience of readers, rather than to exact knowledge or established principles of science. In these cases, so long as taste is something not to be disputed about, opinions must continually differ. The most we can reasonably ask is that criticism in these fields shall represent a taste that is cultivated, and that rests upon such canons of literary art as may fairly be called established. It may also properly be required of all reviews in serious literary journals that they be intelligent and impartial, without predisposition either to praise or blame, but only to be just; they should be instruc-

tive and informing to the reader; they should be interesting, or as interesting as the subject may reasonably allow; they should be appreciative and sympathetic rather than destructive and severe, not savage for the sake of appearing smart. They should above all be *honest*—as free from the suspicion of dishonesty as a librarian must be above the suspicion of stealing the books entrusted to his care. Indeed, the literary editor or reviewer who would praise books dishonestly, for personal gain, is worse than the librarian who would steal them; the latter may cause his library the loss of a single book, while the former may cause a hundred libraries to be loaded with a worthless one. An editor is responsible for the honesty of his reviewers, but not for their opinions when honestly given. He must leave their judgment free and untrammelled; if they prove unworthy of his confidence, he will soon drop them. "Tell us exactly what you think of this book—its merits and defects, and all about it that you think worth while," are the instructions, expressed or understood, sent out with every book that goes to a reviewer from the editor of any literary journal worthy of the name. Even such details as the amount of space to be given a book are left largely to the reviewer, to be decided after examination, according to his judgment of the book's importance. The competent and experienced reviewer will rightly expect reasonable latitude in such matters; and he will rightly expect also freedom from editorial interference with his opinions and conclusions. With this freedom and confidence goes also the assumption of the good faith and fairness of the reviewer. He must write with a full sense of his responsibility; he must not say things he is not prepared to stand by; and he must be personally disinterested. Reviewers who, whatever their other qualifications, make their reviews occasions for "log-rolling" for friends or "getting even" with enemies quickly find themselves undesired by the discerning editor. This matter of honesty is not only one of conscience—it is essential to the very existence of a literary journal on any high and worthy plane. The whole success of such a journal is based on its reputation for honesty and fairness; its obligation is always to its readers, and its chief value is given by the hold it has on their esteem. A journal with influence and standing in the literary world could find no shorter road to suicide than by forfeiting the confidence of its readers by sordid methods and unworthy aims. It is sometimes fancied that advertisers—publishers of books—exert a pressure upon literary journals adverse to their literary independence. This would mean that the publishers—who are usually intelligent men—would try to destroy the one thing that gives a journal influence with its readers and its chief value for their advertisements; and publishers worthy of the name have not only too much self-respect and decency, but too much shrewdness for such a course. The hold a journal has on its readers is the very cause of their advertising in its columns; otherwise they would do their advertising in papers of a different class but of far greater circulation.

The misconceptions that sometimes prevail regarding the relations between book publishers and literary journals are not only unfounded, but do great injustice to a high-minded and honorable class of business men. The notion that publishers dispense advertisements to literary journals in consideration of their books being praised in their columns is too absurd to be treated seriously. If it be permissible to illustrate by personal evidence, it might be added that in an experience of thirty years in the conduct of a literary journal I do not recall an instance of an attempt to exercise an unworthy influence upon the review of a book by considerations of advertising patronage, from a house of established high standing in the publishing world. From houses of a different class, such attempts have sometimes been made, one of which may be permitted to enliven this discussion. A review of a certain book—a very favorable one, as it happened—had been put in type and was awaiting publication, when a communica-

tion was received from the publishers of the book, enclosing a generous advertisement of it, to be published on condition that a "favorable review" of the book be given in the same issue. The only result was that the proof of the review was quickly cancelled, and it never saw the light of print. Aside from this misconception of the relations between book publishers and critical journals, the notions referred to involve a conception of the relations between editor and reviewer which is, to say the least, *naïve*. These reviewers are scholars, often university professors, scattered throughout the country from the Atlantic to the Pacific; and they neither know nor care whether the book they are reviewing ever has been or ever will be advertised in the journal for which they write. They have no more to do with the advertising columns of a journal because they write for it than librarians have because they subscribe for it.

Some interesting comments have lately been made by a competent observer (Miss Helen E. Haines) on the decline of book-reviewing in this country. If by this term is meant the old-fashioned literary essay with some notable book serving as a text —the method used so cleverly by Macaulay and Jeffrey in England, and by Ripley and Whipple and Lowell here—the statement is doubtless true. One explanation may probably be found in the decline of the literary essay; another in the immense increase in book-production, and in the demand of the book-reading public, not so much for elaborate essays on a few books as for information and appraisals on a large number of them. It is obviously impossible for any literary journal to give extended reviews of all the books that might be thought deserving of such treatment; their number is far too great. In spite of the comparatively small number of extended critical reviews now published, there probably never was a time when so much attention was given to books by the newspapers as now. Twenty years ago, the "literary department" or "supplement" was a feature of but a few of the larger dailies; now most dailies in the larger cities make at least a pretense to a "literary supplement" which, while often having no great literary importance, at least attests the increasing volume of new books and the growth of interest in them. Authoritative critical opinions are not usually looked for from such sources; but they may perform a certain service in the diffusion of literary news to the general public.

Mention of the literary features of the daily press brings us back to the librarian's needs in the appraisal of books, and to the scheme of "Easy Reference Envelopes" suggested for his assistance—or his distraction, as the fact might prove. We left him at the point where he had accumulated classified items of information about new or forthcoming books; and in some cases his order lists would now contain entries made up from these details, of books approved for purchase. But the most important part of his printed aids is yet to reach him—the printed opinions whose character and varieties have led to a somewhat wandering survey of their quality and modes. The items and quotations sent by publishers would now begin to come in, with the short notices and references by the daily press; the clippings would increase rapidly, to be sorted and placed in their appropriate envelopes, ready to receive them. Then would come the more extended and searching reviews, and the longer and better notices. When these were too bulky to go into the envelopes, or the journals containing them could not be cut into, short extracts could be copied on slips of paper giving the gist of opinions from the more authoritative sources. Some important aids would come later—such as the practical if necessarily belated "A. L. A. Lists," the "Book Review Digest," and others whose handy use is known to all librarians.

The suggestion of a possible method for handling material regarding new books is of course but an incident—a by-product, as it were—in the discussion of the main topic of the nature and value of printed aids to the librarian in his task of book-selection. How best to use these aids must be a not unimportant problem in li-

brary administration. The objections to such a plan as has been outlined are obvious: the hard-working librarian and his staff might well complain of this additional burden; they already have more work than they can keep up with, and have little time or strength for new and untried things while they are well-nigh submerged with the old ones.

"Like children bathing on the shore,
Buried a wave beneath,
The second wave succeeds before
They have had time to breathe."

But, still, "their fate is the common fate of all"; in an age of stress and hurry, librarians, like other busy people, must feel the strain. Many things must be neglected—short-cuts are inevitable. Whether what has been suggested, or something that might be worked out from the first rude outline, might prove a short-cut and an aid in an important branch of library work, may possibly be worth considering. Next to solving problems, perhaps the most useful thing we can do is to state or re-state them. There is no ready solution of all the problems of books, or of other problems; and to the librarian, as to other mortals, life will doubtless continue to present itself largely in terms of an "Eternal OR."

The CHAIRMAN: On behalf of the Association, Mr. Browne, I thank you for your very interesting and suggestive address. Ladies and gentlemen, I said suggestive because I do think that while Mr. Browne has noted the difficulty of our taking more work on ourselves, yet we ought to have in mind the possibilities of doing exactly such work as he has outlined, through our central organization. You see, I am like Cato, though instead of saying on all occasions, "Carthage must be destroyed," I say, "Headquarters must be enlarged."

I will call on Mr. J. T. JENNINGS, of the Seattle public library, to speak to us on the subject

MUNICIPAL CIVIL SERVICE AS AFFECTING LIBRARIES

In searching for the beginnings of civil service reform or the application of the merit system, we find that while the majority of the appointments to the civil service in the British Empire previous to 1855 were made by nomination, still in some of the government departments in England examinations as a test for appointment had been in use since 1834. By 1870 the principle of open competition had been established there as a general rule.

It was the intention of the founders of the American government that the tenure of office in the government employ should be permanent or at least during good behaviour, and this laudable idea was rigidly adhered to during the first forty years in the life of the Republic. In 1820, however, Congress passed what was called the "Four years' tenure of office" act, which opened the doors of the service to all the evils of the spoils system. This act was suggested by an appointing officer, who wished to use the power it gave in order to secure his own nomination for the presidency, and was passed without debate and apparently without any conception of its effect. The theory that "to the victor belong the spoils" was not actually applied, however, until 1829, or nine years after the passage of the act. In 1836 the four-year rule was further extended to include postmasters, and it rapidly became the practice to regard public office not as an agency for the transaction of public business, but as a tremendous political power or piece of party machinery. These corrupting influences steadily increased and developed a system of spoils and corruption that culminated in the assassination of a president. The death of Garfield at the hands of a disgruntled office-seeker undoubtedly gave a great impetus to the civil service reform movement. The spoils system had previously been vigorously opposed in the Senate by such men as Clay, Webster, and Calhoun, but the fight was long and hard and the sentiment in favor of reform gathered force slowly. In 1867 Thomas A. Jenckes of Rhode Island made a report to the House of Representatives recommending the establishment of a merit system. This report was submitted again in 1868. In 1871 a clause in the general appropriation

bill authorized the President to appoint a commission to prescribe rules for admission to the civil service. Under this authority, President Grant named the first civil service commission, but this first movement was entirely suspended in 1875. Two years later, in 1877, the Civil Service Reform League was organized and this league gave valuable help in bringing about the reform. The movement was also ably supported by George William Curtis and other men of great prominence in public life. "Every four years," said Mr. Curtis, "the whole machinery of the government is pulled to pieces. The country presents a most ridiculous, revolting, and disheartening spectacle. The business of the nation, the legislation of Congress, are subordinated to distributing the plunder among eager partisans."

The real beginning of civil service in this country was made in 1883 when Congress passed the Pendleton act for the remedy of the abuse known as the spoils system. This act empowered the President to determine from time to time by executive order what classes of the public service should come under the civil service law. The national civil service at first covered only 14,000 positions, but its scope has been extended by each succeeding president until it includes at the present time about 240,000 positions or 60 per cent of the total number of government employees. The inauguration of the system at Washington has been followed by its adoption in six of the states and in about 100 cities, and also in Cuba, Porto Rico, and the Philippines.

Unlike many of the other prominent reform movements, such as woman suffrage, prohibition, popular election of senators, and uniform divorce laws, the civil service reform movement has steadily gained headway and has at all times had popular support. A somewhat significant indication of this public support is the fact that what was formerly known as "civil service reform" has popularly come to be known by the shorter name of "civil service." The present sentiment in regard to the movement is well stated by the Board of Freeholders of Kansas City in the following words: "Any city in the present state of municipal advancement and progress which has no provision for civil service is as much behind the times as a city without electric lights, telephones, or street cars." The commission form of government now being adopted by so many cities usually provides for the selection of employees by a civil service system, and there is little doubt that the popular support given to civil service reform will cause it to be adopted sooner or later for all municipalities.

In view of these facts it is time that we as librarians and as the American library association should pause to consider the advantages and disadvantages of civil service especially as applied to libraries. Is it desirable that assistants in our city libraries should be selected by municipal civil service commissions? Or to state the question in a broader way, what is the best and safest method of selecting library workers? Is there any better plan than that of selection by the civil service commission? One obvious method of approaching the problem would be to ask: To what extent has municipal civil service *been* applied to public libraries? And with what result? Are public libraries under civil service better or worse than libraries not under civil service? Some two years ago when investigating this question in connection with the Seattle public library, which was at that time operating under a civil service law, we sent to 53 different libraries one of those ponderous communications so heartily welcomed by the busy librarian, a questionnaire. The 53 libraries to which this list of 25 questions was sent included all in cities of over 100,000 population, as well as all that we knew to be under municipal civil service, and a few smaller libraries because of their reputation for good management or because they were near Seattle. The answers sent us in reply to the questionnaire showed that of the 53 public libraries only nine were controlled by municipal civil service, 8 of the 9 reported unsatisfactory results, although only 4 of the 9

were under as rigid restrictions as the Seattle public library then was. None of these nine civil service libraries took high rank among libraries. The nine were: Duluth, Chicago, Milwaukee, Los Angeles, Seattle, Everett, New Haven, Syracuse, New Orleans. Perhaps I may be pardoned for mentioning the names since Seattle is included in the list.

The general conclusions that may be reached, then, from this investigation are that civil service has been applied to comparatively few of our public libraries, only about 17 per cent, and in these it has not been a success. The statement has just been made that eight of the nine libraries having civil service reported dissatisfaction with the plan. I might add that a short time after making this investigation, it was my privilege to visit the ninth library —the one that had no complaint to offer when replying to our questionnaire. The assistant who showed me about had been employed there 17 years and he explained to me that the service in the library was much inferior in character and spirit since the installation of civil service. Several of the nine libraries mentioned were hoping to substitute internal for municipal civil service. The Brooklyn public library and the Queens Borough public library, two strong institutions, had already made this change, and with great joy I may add that Seattle has since followed suit. So that in Seattle we no longer have to say, "We are nine," but rather, "They are eight."

A second method of approaching this question might well be the reverse of the above, that is, of the 53 cities investigated, how many have municipal civil service systems and of these how many exempt the public library from the control of such system. We find that 28 of the 53 cities have civil service commissions and that in 19 of these 28 the library is exempt. In many of these 19 cities, notably Pittsburgh and Buffalo, the libraries take high rank. From this point of approach, then, we learn that the majority of civil service cities have considered it advisable to exempt the public library and that the results seem to justify the exemption. The most notable exemption in this country is the Library of Congress. While civil service is in force in most of the departments at Washington, it is not applied to the Library of Congress. The Librarian of Congress has the authority to select and employ the best available assistants without examination. The question of placing the Library of Congress under national civil service was discussed at great length by a congressional committee in 1897 when that library was thoroughly reorganized and placed in its new buildiug. Several prominent librarians were called to testify before this committee. It was finally decided to leave the power of appointment in the hands of the Librarian without civil service restrictions. The wisdom of that decision has since been amply justified. It would be hard to find to-day a better managed library or a more efficient staff. A few extracts from the evidence given at this investigation are worth quoting.

Mr. Spofford, Librarian of Congress, testified: "I think that the librarian who is responsible for the results in so great and useful an institution should have the selection of the means of accomplishing those results."

Melvil Dewey, state librarian of New York: "The head of the library should have power to dispense with the services of any one found incompetent for his place and of the people who become mere machines and do their work perfunctorily, only to get out as soon as their hours are over."

Representative Quigg asked Mr. Herbert Putnam, then librarian at Boston: "Should you be willing to have the selection of your employees so far taken out of your hands that you were compelled to choose from a list of two or three alleged-to-be-qualified persons, which list was submitted to you by a board of examiners over which you had no authority?"

Mr. Putnam: "I should be willing only in place of worse evils, if I saw those to exist; I mean greater embarrassments. . . . It is much easier to test technical library training, library science, than it is to test persons of administrative ability. . . . I

should say that if the Librarian of Congress is absolutely free from political control in the selection of his men, if he will not have to recommend persons who are forced upon him, then it is safe to leave it to him. . . . I believe that librarians in general if they have the responsibility vested in them . . . will not misuse their authority. . . .

"I believe so much in the centering of responsibility and I deem it of so much advantage that the men that are finally responsible should choose their subordinates that I would not altogether favor a civil service in the selection of the employees in the Congressional library."

Mr. Fletcher, librarian of Amherst College, testified: "I am not prepared to recommend a system by which any library is brought under any sort of supervision from outside parties."

Mr. Harris, Commissioner of Education, testified in favor of "efficient clerks, such as library schools furnish, because they can do more work in a day each than six unskilled persons can do." It seems quite evident that Mr. Harris had tried both kinds.

Mr. Putnam was afterwards appointed Librarian of Congress and had an opportunity to put his theories into practice. After nine years' experience, he wrote in answer to our questions: "During the past nine years, political influence has not impaired the efficiency of appointments to the Library of Congress, although this was not protected by the civil service system. That it has not done so is due in part to patient representation and consistent action by the librarian, but also to the fundamental desire of Congress as a whole to promote efficiency in the service. . . .

"Applicants quite commonly write to senators or representatives asking their influence or recommendations, and communications are frequently received from senators and representatives. They are treated as introductions, but see paragraph in red at the head of the application form."

The paragraph which is printed in red at the head of this form reads as follows: "In view of these requirements, any recommendations or 'endorsements' of a political nature are not merely unnecessary but a disadvantage to the applicant as suggesting considerations in the appointment not recognized by law."

He also adds: "The decision of the librarian in dismissal as in appointment is final."

In the scheme of library service adopted by the library board after the Seattle library became exempt is the following sentence: "Appointments to positions in the library service will, so far as possible, be based on merit only, and recommendations from members of the board of trustees or the use of influence or pressure of any kind to secure an appointment will be considered prejudicial to the interests of the candidate." The scheme of library service, including this sentence, was unanimously adopted by the board.

Another important instance of the exemption of libraries is the new civil service law in the state of Wisconsin. This law was adopted in 1905 and is considered by experts as one of the best and most scientific codes. As stated in the Canadian Magazine for April, 1906—"There are necessarily certain persons exempt from the control of the Wisconsin civil service commission. These comprise chiefly those selected by the people, all professors, teachers and librarians, and heads of the state reformatory, charitable and penal institutions."

So far as I have been able to ascertain the British Museum is not under civil service, although it is practically a department of the government and appointments to positions in the English government departments are usually controlled by civil service examinations.

If now we approach this question from still another viewpoint and compare the library with other similar institutions, we find that the public library is most often classed with the public school as an educational institution. Every succeeding number of the periodical "Public libraries" reminds us that the public library is an integral part of public education. The justification for the support of libraries by public tax is chiefly on the ground that they

are educational institutions. To what extent, then, we may ask, are teachers selected by municipal civil service commissions? I have been unable to discover any city in the United States where teachers are chosen in that way. In investigating this subject we discovered a draft of a model civil service law for cities, prepared by Elliot H. Goodwin, secretary of the National civil service reform league, and in this law superintendents, principals, and teachers in the school system of the city are placed in the unclassified or exempt class. This is strong testimony in view of the fact that the civil service reform league is composed of civil service enthusiasts and is usually exerting its efforts to extend the scope of the system.

It is thought that character and personality are such important qualifications for successful teachers that they could not be well chosen by competitive examination. Also that the schools are so closely in touch with the people that there is little danger of their coming under political control, and further that the schools are under the control of non-partisan boards of trustees, and therefore not in the same danger as the single headed city department.

Every one of these reasons for exempting schools applies with equal force to libraries. It is true that every teacher is required to hold a state certificate and that this certificate is secured by passing an examination, but it is a qualifying, not a competitive, examination and the plan is entirely different from civil service.

The advantages claimed for civil service are: That it prevents appointments through political influence; that it selects for each position the best qualified candidate; that it promotes continuity of service by protecting employees from removal when the administration changes, or for insufficient reasons; that it is democratic, the opportunity for appointment being open to every citizen; and finally that it saves the time of the appointing officer.

On close examination or in actual practice many of these claims appear to be not well founded. It does, in the majority of cases, eliminate politics. This is the main purpose of civil service, and the strongest argument in its favor. If your library is under political control and there is no other way out, by all means take the civil service route, as it is undoubtedly better than the political road.

There is no question but that the operation of the civil service law has greatly improved the conditions in the government departments at Washington and elsewhere for such positions as could be fairly well filled by competitive examination and where the only alternative was the spoils system. It has produced greater economy and efficiency. Many unnecessary positions have been abolished. Stability has been secured in the service. Superfluous positions are no longer desired since it is impossible to give such places to favorites. Employees are no longer required to contribute to campaign funds. It is claimed that a saving of from 10 per cent to 20 per cent in salaries has resulted.

For these reasons the civil service commissions and the advocates of civil service are always trying to extend the scope of its application and are constantly on the defensive to prove that it may be successfully applied even to positions requiring expert, or technical, or confidential service. By executive order in 1909 the President extended the service to include the lower grades in the diplomatic service. By another order in 1908 over 15,000 4th class postmasters were placed in the competitive class. Chemists in the government service are now selected by civil service examinations. The additional clerical force for the 13th census was so chosen. In 1910 assistant postmasters and clerks in first and second class postoffices were included.

In New York Mayor Gayuor has decided in favor of placing the selection of probation officers in the hands of the civil service commission. They were formerly appointed by a board of judges. This change has also been made in Buffalo in spite of the fact that many students of probation claim that the character of the work of probation officers demands peculiar personal qualifications that cannot be brought out in a competitive examination.

The civil service commissions and advocates are also constantly making and urging changes in the rules to overcome the difficulties heretofore supposed to be inherent in the system. One of the most important changes was that made last year in Chicago where the rules were so amended as to provide for efficiency tests and records kept up to date in the office of the civil service commission for all civil service employees.

The New York City scheme also provides for such efficiency records, but they are made by and kept in the department and submitted to the civil service commission only at annual periods. They apparently are not so thorough, nor are the results so rigorously applied as in the Chicago plan.

Civil service rules have been confined heretofore to appointments and removals only, and paid no attention to the employee during his term of service. These new efficiency records, if widely applied, will probably have an important effect. In Chicago they are to form the basis for adjustment of salaries and for promotions or reductions in rank, as well as for removals. If applied to libraries this might have the obvious advantage of relieving the librarian of embarrassment, since promotions, removals, reductions in rank, and salary would be based on the candidate's own record, as shown by his efficiency card, and not on what he probably would regard as the bad judgment or personal enmity of the librarian. Most librarians, however, would prefer to submit to the embarrassment rather than have such important matters taken out of their hands.

Another change now being made is designed to overcome the objection that an examination is no test of personality. This is supposed to be accomplished by an oral test in addition to the written examination. In spite, however, of these extensions in the service and improvements in the rules, we find that civil service is admitted even by its advocates to be not ideal but merely better than the spoils system. Senator Lodge, who is an ardent advocate of civil service, made the following admission on the floor of the Senate:

"Nor do I undertake to defend the merit system as an ideal or as an absolutely perfect system. Very few things of human manufacture are perfect, certainly civil service is not. The real proposition is that it is better than the patronage system. If the head of a department could select his own subordinates there would be no need of competitive examinations, or of an artificial system to select them for him. He would certainly select good assistants, for his own credit and reputation would be bound up in the success of his administration. But when they are forced upon him from outside then we have the injurious condition of one set of persons selecting subordinates and another being responsible for their work."

C. D. Willard writing on civil service in the Outlook says: "The drawbacks of the civil service reform methods are those that arise inevitably out of the effort to apply any general system—necessarily more or less rigid—to so complicated a proposition as that of securing hundreds of helpers in a great variety of lines of work. The commission and their examining force unfortunately are not inspired and they sometimes make mistakes. Excellent men fail to pass examinations and those of mediocre ability manage to pull through. Heads of departments are often cursed with men who are too good to throw out and not good enough to keep. Worse than all else the commissioners themselves are now and then accused of playing politics, and in some cases the accusation has been true."

It may be well at this point to outline some of the chief objections to civil service as applied to libraries. First among these I should place the fact that the examination is not a satisfactory test. Many people can give good accounts of themselves in such tests but afterwards prove to be very poor and inefficient assistants. On the other hand many industrious and reliable employees are very much at a loss when they try to write or tell of their work. A written examination does not touch the qualifications of character, personality, industry, gumption, integrity and tact; such considerations are of vital importance for any educational work, and if they are lacking,

the work must be, to a great extent, a failure.

Under the civil service system the appointing officer is often required to appoint candidates against his better judgment, simply because they are on the civil service eligible list. Mr. Frank Vrooman writing on this subject in the Arena says: "While possibly the best test in sight, the competitive examination is an overworked idol. It is only better than the irresponsible power of partisan appointment to which no one but a spoilsman would return. The competitive examination is a register of too much of the memorizer and too little of the man. No one who has ever seen advanced standing given in college not to the ablest men but to the men with the most fatal facility for chattering their "Polly wants a cracker" forwards and backwards and sideways, can fail to see one of the pitfalls of the competitive examination system.

"Almost nothing of the educational side of competitive examination counts for standing but the fact that the candidate remembers so much of what he has been taught. It registers almost nothing of the ability to think, to act to do; only to remember."

As Ex-governor Black of New York pointed out: "Experience, character, tact, and even muscle may be of more importance in some cases than the fraction of a per cent in an examination."

A second objection is the geographical limitation which forms a part of most civil service systems, and which requires that candidates for examination shall be residents of the city, or the state, or the nation, as the case may be. The absurdity of this limitation ought to be apparent at a glance. Under such rules a government department at Washington may select from the entire country, a state department from the state only, and a city department from the residents of its own city. The state department is at a disadvantage since it cannot compete with a government department for good assistants unless they happen to reside in that particular state, while the city is hopeless handicapped when it wishes to fill positions for which special training is required, and for which the number of desirable candidates is very limited. This residence rule is probably more burdensome to a library than to any other city department because of the limited number of trained or experienced library workers. There is ordinarily only one library in each city and that library usually has already on its staff those residents who are experienced in library work and who want positions. The number of library schools is also limited as compared to the number of other special schools. If the city wishes to employ an engineer, or a clerk, or a policeman, or a fireman, or an architect, there are plenty to choose from right in their own town. This is not true of the library. To be sure the civil service regulations permit the commission to waive the residence rule when in their judgment it is necessary. We had illustrations in Seattle of the fickleness of their judgment in this connection. How can they be expected to have judgment in such a matter? When asked to waive the rule for four positions, they granted it in two cases and declined in the other two. Of the two requests that were refused, one was to fill a vacancy, for which they had at a previous time waived the residence rule; the other position was that of confidential secretary, the kind of position for which commissions usually waive, not only residence qualifications but examination as well.

But suppose the rule is waived, what happens? The imported assistant is required to pass the examination after she arrives, sometimes after working for six months. If for any reason she fails to pass it, or is beaten by some other unexpected candidate, who happens to be more glib at written examinations, then she loses her position. Having persuaded her to give up a position elsewhere, the librarian is now under moral obligation to take care of such an assistant and to find work for her elsewhere. Under such conditions, I need hardly tell you it is difficult to persuade good candidates to relinquish positions elsewhere to come to your library and take chances.

To my mind this residence restriction is only another kind of spoils system. In this rule the citizen practically says, "We pay the salaries, we ought to get the jobs." Like many other phases of civil service, especially the restrictions on removal, its real result is the protection of the employee, not the improvement of the service.

A third difficulty, and perhaps a more serious one, is the impossibility of removing an employee except for charges of the most flagrant nature. When the assistant is removed, charges in writing must be filed with the civil service commission. The discharged employee then has the right of appealing within ten days. A trial is then held at which the librarian and members of the library board and library staff must appear as witnesses. The evidence is usually held and judged by men who know little or nothing about library work and to whom the finer qualities of character and personality, that count for success in library work, have little or no weight.

If an appeal is sustained the employee is reinstated, and the last condition of that library is worse than the first. No librarian can afford to take such chances. No self-respecting man wishes to prefer charges or give testimony against a woman in such a trial. The scandal and newspaper notoriety in such a proceeding will injure the library as an institution.

Except for this right of appeal it would be possible for the librarian to remove incompetent or undesirable assistants quietly and without upsetting the whole library and the whole staff. Under civil service, employees know that their positions are practically safe, and that fact alone, in many cases, destroys efficiency and promotes laziness and insubordination. In my opinion, it is poor business judgment to place a man in charge of a number of employees and expect to hold him responsible for results unless these employees are strictly accountable to him, not only for their work, but for their tenure of office. This point can be appreciated fully only by those who have actually had the direction and control of a large force of people. Responsibility and authority go hand in hand and without one it is useless to expect the other. If given this authority, his administration fails, the place to begin correction is at the top and not at the bottom, as civil service tries to do.

The fourth objection is that the system wastes time through an unlimited amount of correspondence and interchange of blanks and "red tape" with the civil service commission. While we are manipulating the machinery it frequently happens that some other library not handicapped by civil service secures the good assistant whom we were trying to engage.

The general conclusions that were derived from our study of this subject of civil service show that it has been applied to but few libraries, and in these libraries it has not been a success. The consensus of opinion is in favor of exempting libraries from civil service control, since there is just as much reason for the exemption of libraries as for the exemption of schools.

The problem before us, as librarians, is the selection of the best persons to carry on the work of the library. The librarian should have more to say about this than any one else, since it is the most important duty he has to perform. If he is to be responsible for the success of the library he should have authority here, as the institution may succeed or fail according to the judgment shown in appointments.

The establishment of several good library schools during the last 20 years has developed a corps of trained library workers, entirely removed from politics, that is helping rapidly to impove the library service of the country. If your library is to keep pace with those in other cities you must be able to compete with them in the open market for the best training your salaries will secure.

The CHAIRMAN: Ladies and gentlemen, we had hoped to supplement Mr. Jennings' very instructive and very profitable exposition of the situation with some examples of experience from those who have been through the trials, and also I had hoped to call on Mr. Legler for some statement as to the way in which those clauses which make

for the objections stated might be modified. The objections Mr. Jennings stated are those of method, rather than those of principles. For instance, I suppose a good many of you know that Mr. Legler himself is under civil service rules; that the Civil Service Commission of Chicago does not determine individual cases, but states that certain positions are not subject to the residence rule, that ruling holding for all time. I had the honor to serve the city in its selection of its librarian. I hope you will agree with me in thinking that I did not fail in my duty in the selection which was made. Now, that selection was made under the civil service rule, unabridged and directly administered. I am not speaking so particularly of the examiners as I am of the board which laid down the conditions. They did allow us to give 50 per cent weight to the experience and arm to arm knowledge of the personality of the man. Without such a condition as that, we would have been unable to take the man whom we thought would succeed, and, I am glad to say, is succeeding. I had hoped to have Mr. Legler speak on the efficiency of the system as it exists in the city of Chicago, and also Miss Hume has prepared for us some of her experiences, but our time is now up and we must adjourn.

(The following paper was prepared by Miss JESSIE F. HUME for this session, but was not read for lack of time.)

HUMORS AND HORRORS OF MUNICIPAL CIVIL SERVICE

Had I the making of the title of this discussion, the humor would have been left out, as there is no humor at the time in the activities of the municipal civil service commission. Afterwards perhaps, one sees a gleam here and there.

The initiative action of the municipal civil service commission is insidious. It is only later when struggling in the grasp of the octopus, that one realizes its power. We were required to send our pay roll for approval and did so. From that moment no change could be made in it without the approval of the commission, and of the board of estimate and apportionment, both of them bodies slow in movement and hard to convince when an expenditure of money is under consideration. Moreover, we found out all the restrictions through experience, by the breaking of them and consequent friction and delay.

Increases in salary were voted by our library board, entered on pay roll and forwarded. Increases in salary were deducted. Upon inquiry we were directed to obtain the approval of the board of estimate and apportionment. They were notified, our letters were laid on the table or never taken up at all. Increases made in the salary of two of the highest employees in the library were thus refused or delayed for more than two years, and were finally obtained only by the appearance before a committee of the board of estimate and apportionment of a representative of the library who convinced them of the propriety thereof. This resulted in the resignation of some of our most efficient librarians who asked for and deserved increases, over which the various boards and committees delayed so long that resignations were filed. So the staff was depleted of its best equipped members.

As to the filling of vacancies, this had to be done under set rules, fearfully and wonderfully made, obtaining an eligible list of not more than three names, and offering the position to each one of the three, selecting one. It commonly happened that all declined, usually on account of distance, and the whole process had to begin again. Thus it took two months to obtain a janitor for a Carnegie branch library. Three men were written to and all came. The first could speak no English at all, he came with an Italian interpreter, and as it was manifestly impossible to engage the interpreter also, he was not considered. The next man had no fingers, but said he could do all that need be done. The third was an old German, introduced by Mr. Blank, the ward leader, as he told me twice over. The old man was irascible, stupid, and scarcely knew a dozen words of English. The ward leader was inclined to be masterful, but after a contemplative look at the old man, he

broke down, laughed and left, saying he had to bring him, it was expected of him, and we parted on friendly terms,—very necessary under civil service rules.

When we were first marshaled in the ranks of the civil service commission, they called a general examination, and our librarians were notified. One of them came to my office, a high school graduate, doing well in a subordinate position. She had a madonna face with great blue eyes. She assured me with tears standing in them that she could not undergo an examination, and would have to resign unless she was excused, and held to her resolution until I chanced to say that the civil service commission required the examination. Then a gleam of angelic joy crossed her features and she said in a low, confidential, happy voice, "Oh! is it a civil service examination? Then Papa'll fix it." And Papa did, and later when promotion was in question, Papa "fixed it" again, and others papas did likewise, and the eligible list was a most remarkable thing.

On the eligible list for assistant librarian, a grade higher than chief of department, we had people who commonly used such expressions as "I done it," and "I seen it," and "Them's the ones." There was only one course to pursue, we refrained from appointing to any but the lowest grades, and for a time and quite a long time, the library was conducted without the higher grade people needed for the proper development of the library.

Then as to education—after our release, our board held a general examination for regrading, assuring the staff that none would be dismissed nor any salary reduced. Some forty or fifty candidates responded. I corrected the papers and as I read I was aghast, then wholly discouraged, till I passed the critical stage and became simply the looker on, whereupon I perceived through the meaningless verbiage, the throes of drowning ignorance, the master strokes of mother wit, and the engaging boldness of young America. They classed themselves into groups, the wily diplomat, whose answer would be partly right in any case; the boldly ignorant, who took chances gaily; the fine imaginative; the common sense girl; and in a great majority, those of obscure mind; all full of human nature.

The questions were the usual ones, on natural phenomena, on noted people, on terms of expression, historical, et cetera. I give a few examples of replies, all verbatim.

Diplomatic.

The **Renaissance** was a period in French history when the kings and queens were of a certain type.

Ocean currents are caused by the water changing all the time. (How undeniable!)

Trade winds were winds which start around the Gulf of Mexico and come west as far as the Pacific Ocean and go back again, and if a captain on a boat is caught in those trade winds, why, he wouldn't keep sailing, he would dock the boat right away and wait until they calmed down.

Auto-suggestion deals with automobiles. Would be on explaining the mechanism and the working of the mechanics.

Evolution. The general changes which take place the world over as time goes on.

New York City churches. They are needed in this wide world. They do some good.

Guesses.

Out-door relief means that when one goes out of doors they find relief from the work inside.

Mirage is caused by the meeting of heavenly bodies after a storm. (One of our trustees suggested that it must have been a brain storm.)

Mirage. The cause of a mirage is the action of the wind and heat upon the naked eye.

Balance of trade. When persons trade they trade equally, that is, both get trade alike or their trade balances.

Balance of trade is if a man is failing very badly in business and he is loosing (sic) his customers the remainder of his customers would be called balance of trade.

Watered Stock comes from other countries, and has to cross the ocean.

Watered stock are fowls, such as ducks and geese.

And one girl, led away by the liquid syllables wrote boldly that "Savonarola was noted **for her beauty.**"

Library Economy.

Psychology. The language of the soul. Two books on the subject are The spirit in prison, by Robert Hichens, Science and health, by Mary Baker Eddy.

A **classic** is something select, good English, and good form, not too thrilling.

I would look in the catalog for the wives of Henry VIII. under Polygamy.

For the average boy who is anxious to educate himself after he leaves high school, or for one who would bother himself to ask conscientiously for a course of reading, I would suggest first, an excellent dictionary, one of the modern encyclopedias and the Bible.

When a book is to (sic) bad for mending and to good to throw away, it is sent to the binder.

Obscure.

Invincible Armada. A Spanish vessel, made in the shape of a half moon, to stand the siege of any country, finally captured by the British.

Renaissance is a country in Italy, and it is noted for those fine laces which are sent to this country.

Earthquakes are caused by overpressure of heat and gas in the earth, and it has to come forth some way. In this state the earth cracks in the form of earthquakes.

Marshall Ney is known for his wit and humor.

Taking of Moscow. I know that Cromwell was prominent in this event.

Holy Roman Empire was that part of Europe governed by Augustus, the Holy Roman Emperor.

But not all the civil service candidates are impossible. Here are some definitions from a mind of different type.

St. Helena. The little island in the Atlantic where Napoleon I. inglorlously ended his glorious career.

Hendrick Hudson. A Dutchman of the 16th century who discovered and sailed up the waters of our beautiful river named Hudson in his honor.

Joan of Arc. The mystic and girlish leader of the French in the time of Charles VII.

Holy Roman Empire was the empire established by Charlemagne, including all of Europe nearly, and never really holy.

The exception proves the rule, and the clear and limpid mind which expresses itself thus is a lone star in the sky of the municipal civil service eligible lists, revealing the void in which it shines.

Mr. HILL: I don't like to leave this hall without saying that I believe in civil service, that is, civil service within the library itself. I believe that such civil service is the very best thing for a library. In Brooklyn promotions are made under this system and I am sure from the experience we have had in ten years in the Brooklyn public library that such civil service as obtains there does not lead to inefficiency, but on the other hand keeps every member of the institution up to the highest possible standard.

The CHAIRMAN: I am very glad that Mr. Hill said what he did, because I think that is the ideal, and it is being carried out in a few libraries. Few of you realize the enormous prevalence that the patronage system still maintains among libraries.

Dr. STEINER: I don't want to leave the hall either without saying the same thing, that a system within the library is absolntely the proper way of administering a library. We have had that system for the last twenty years in Baltimore and I would be ashamed to administer a library that did not have it.

Mr. D. C. BROWN: I myself have been brought into contact with civil service boards for twenty years and I find all the objections of the spoils system of politics exactly the same as in the paper read this morning, and so I would like to move a postponement of this discussion to the next session of the association.

The motion was carried, and the discussion was postponed to the third general session.

Adjourned.

THIRD GENERAL SESSION

(Shakespeare Club, Monday, May 22, 9:30 a. m.)

Joint session with the League of library commissions, Mr. Henry J. Carr presiding in behalf of the American library association, and Miss Clara F. Baldwin in behalf of the League of library commissions.

Mr. Carr took the chair and after brief preliminary remarks stated that the secretary had a telegram from President Wyer which would now be read.

Secretary Utley read the following:

Albany, N. Y., May 20, 1911.

Geo. B. Utley, Secretary,

Hotel Maryland, Pasadena, Calif.

Please convey to the members of the Association my deep appreciation of the expressions of confidence and encouragement which reached me to-day in the message transmitted by you.

(Signed) J. I. Wyer, Jr.

The CHAIRMAN: This particular session is a joint one of the League of library commissions and the A. L. A. Representing and acting as the chairman for the A. L. A. on this occasion, it gives me pleasure to call forward to the chair, for that part of the program which comes under the League of library commissions, Miss Clara F. Baldwin, president of the League.

The CHAIRMAN: (Miss Baldwin takes the chair). The problem of library extension is one in which we are all interested and one which we are all trying to solve. The first paper this morning is "The administrative units in library extension," a comparative study of the library extensions to the county, state and township, and this will be presented by Mr. MATTHEW S. DUDGEON, of the Wisconsin free library commission.

ADMINISTRATIVE UNITS IN LIBRARY EXTENSION—STATE, COUNTY, TOWNSHIP, CITY

The most interesting feature of modern library work is the unanimity with which librarians are seeking to search out the unbooked individual—he who has no books within his reach—to make of him a booked if not a bookish individual. It is now as always the aim of all librarians to get the greatest number of the best books into the hands of the greatest number of the most book-hungry people at the least expense. In accomplishing this, however, the definite emphasis seems at present to be placed upon locating the book hungry and giving to them a library relationship that will enable them to feed their book hunger.

Standard of library efficiency. The success of any unit of any library extension system must be comparative. In order, therefore, to arrive at a just judgment upon the efficiency with which any system can be operated or any unit organized, some standard of efficiency must be employed. Many a school boy reading present day periodicals can state with the greatest accuracy how many bricks a skilled bricklayer ought to lay under the efficiency system of scientific management. He can explain just how many pounds and pieces of pig iron an efficient man under scientific management can pile upon the platform of a flat-car in an eight hour day. When, however, one commences seriously to study the comparative efficiency of the different units of library extension, it develops that there seems to have been established no standards of efficiency with which to measure the comparative efficiency of any of the units under consideration.

There seems, therefore, to be nothing to do but to make a standard of efficiency—to search for a standard in the records of the achievements of various library enterprises. In this search, however, many difficulties arise; for books can not be counted as bricks, nor can the cost of the library work be placed on the same basis as the cost of moving blocks of pig iron. It seems, however, that four elements must be considered in determining the efficiency of any literature work:

1. The book need—the acuteness of the book hunger of the person served.

2. The quality of the book, both intrinsically and also with reference to its value to the individual who comes in contact with it.

3. The frequency with which the average book on the shelves is delivered to the patrons of the system; and

4. The cost of distribution per book.

Just as Frederick W. Taylor and those with him established their standard of former efficiency by measuring the accomplishment of the average workman of average intelligence, performing the average task in his trade or branch of work, so in seeking to establish a standard for library work, it seemed necessary to take the average performance of the average city library performing the average functions of such an institution, as representing average efficiency.

It must, of course, be remembered that it is impossible to obtain definite results in establishing such a standard of excellence. Two of the elements that enter into the standard, first, that of the book need or hunger, and second, that of the quality of the book, are elements that cannot be measured in any definite way. Futhermore, until the need of the persons served by the unit has been demonstrated and the quality of the book delivered has been established, figures representing merely the number of books circulated by any unit and the cost of the circulation are empty and valueless figures. To deliver one book of great human value to one person greatly in need of it at a cost of one dollar for the single circulation might constitute a more efficient service than to deliver fifty less valuable books to fifty people needing books less, at a cost of one cent only for each circulation. It must be remembered therefore that the application of this standard of efficiency, while it throws an interesting sidelight on the situation, does not always result in an accurate estimate of the efficiency of the institution investigated. If a library, however, realizes that it is costing it twice as much per circulation as it is costing some other instrumentality to do the same amount of work, an investigation of the reasons for the difference in cost as well as a comparison of the character of the work performed is at once suggested, although it must be remembered also that this investigation and comparison may lead to the conclusion that the more expensive, less extensive library work, is after all, the most efficient work.

For purposes now under consideration, however, we think it will be found that to use some standard in comparing the work of the different administrative units with the work of the average public library doing the average city library work, is a profitable as well as an interesting process. In seeking to determine the efficiency of these various units, we therefore ask four questions:

1. Do these extension systems reach persons who need books as badly as do those persons who are reached by the average city library?

2. Do these systems handle books of as high a quality as does the average city library?

3. Do they circulate each book as freely and as frequently?

4. Do they obtain as large results from the expenditure of their money?

1. The need of books. Let us consider first the question as to whether the need of the public reached by the extension work under consideration is as great as the need of the public reached by the average small city library.

The very phrase, "rural extension," raises in the mind a definite conception of the isolation surrounding the rural individual served. To those who know rural conditions at their worst the phrase implies not only scarcity of books but poverty of human interests. It implies an intellectual hunger that cries out for books, an intellectual hunger so great in some cases as to amount to an intellectual famine.

We think, therefore, that we may safely conclude that extension work as performed by the units under discussion has in it the first element of efficiency in that it seeks to serve those whose need of books is great—greater far than the need of those served by the average city library.

2. The quality of books. In seeking to answer the question whether or not the quality of the book delivered under these

systems is as high intrinsically and as well fitted to the needs of those reached, as is the book in the average city library we observe:

The very existence of any of the systems under discussion implies that at its head is an individual of force and intelligence. It is within the observation of all that nothing hampers a library more than the fact that the person in charge is some impecunious individual whose financial needs have been her recommendation for the position, or possibly some person of former influence whose days of usefulness have passed. There are, however, at the head of extension systems no "village widows," no local "lame ducks" pensioned off at the expense of the library funds. The heads of these extension systems are not "dead ones," but aggressive, progressive individuals with an intimate knowledge of the needs of the people whom they serve and an intense interest in the people themselves. In such a leader we expect to find, and usually do find, somewhat unusual ability for book selection. This ability is of a sort too which selects books which are not only intrinsically excellent but which are well suited to the particular needs of those who are to be served by the system.

Our observation is also that those in control of such systems select the books to be used in the extension department of their work more carefully than they select books for the ordinary library work. They fully realize that, since the personality of the librarian is not back of the book to aid its circulation, the inherent excellence of the book must be so great as to demand of its own weight consideration from the possible patron of the system. The book must of necessity be an attractive and suitable one. In other words, the book must have within itself a vitality which enables it, without the aid of a skilled librarian, to go out to find a possible taker. The librarians in charge of such systems also realize that, while it is a poor investment to buy a book which will lie idle on the library shelves, it is a disastrous investment to buy a poor book for an extension system, since the selection of such a book makes necessary additional expenditure of effort and money in sending it to those to whom it is of no use. A poor selection for extension work is, as the head of the system will discover, a greater mistake and a greater waste than a poor selection for regular city work. Accordingly she exercises great care in her selection work.

Serious study group work is also often a part of an extension system. This study group is sometimes connected with university extension or rather organized educational work. Books selected for such service will consequently be carefully and well selected and of definite educational value.

These considerations as well as the observations of those who come in contact with the books selected for use in such systems justify us in the conclusion that the books in the systems are not only extraordinarily high in character, but also extraordinarily well fitted for the use of those to whom they are to be delivered; that their average quality is higher than that found in the average city or town library.

3. Frequency of circulation. Having found evidences, first that those reached by rural extension systems are in dire need of the books delivered to them and, second, that the books handled by these systems are of a high quality, we reach a point where we must consider the further questions, somewhat statistical in their nature, as to whether or not these books circulate as freely and frequently as the city books and whether the same amount of money invested in the maintenance of these systems produces as good results as money invested in the maintenance of the average public library.

In seeking to arrive at figures showing the frequency of circulation and the average cost of circulating a book in extension work, we find great difficulty in arriving at definite results. Those libraries which serve both rural and city residents often do not keep their rural circulation separated from their city circulation, nor do they keep the amount expended in each distinct from the amount expended in the other. We find also that some of the trav-

eling library systems do not record the exact number of home readers who take books from the traveling library station. Even those systems which seek to keep an accurate record find that the results are unsatisfactory in one particular at least. While every recorded circulation is an actual circulation, much of the actual circulation is unrecorded, since the books often leave the station without any record having been made of the loan. We assume, however, in the following table, that the actual circulation is no larger than the recorded circulation.

System	Cost of circulating each volume	Circulation per volume
1. Average of all city libraries in six representative states	.128	2.22
2. Portland, Oregon (city and country)	.126	5.63
3. Van Wert, Ohio (city and country)	.108	3.0
4. Minnesota state traveling library system	.077	4.07
5. Wisconsin state traveling library system	.07	2.77
6. Hagerstown, Maryland (country circulation alone)	.056	...
7. Wisconsin county traveling library system (incomplete)	.052	3.70

By reference to this table it will be seen that these extension systems have demonstrated their efficiency so far as free and frequent circulation of the books upon their shelves is concerned. Every one of these extension systems has a higher circulation in proportion to the number of books at hand than has the average library in the six representative states. Particular attention should be called to the Portland system which circulates each book on its shelves 5.63 times per year as against the average of 2.22 times per year for the average city library. If, therefore, we take the average circulation per volume per year of the average city library as a standard of efficiency for frequency of delivery of books we can conclude that these extension systems are in this particular more efficient than the average city library in that they have, as it were, turned over their stock in trade more frequently, and are, in a sense, therefore, earning a higher profit upon the capital invested.

4. Cost of service. By reference to this same table also it will be seen that the cost of circulating a volume in the extension work is less than the cost of circulating a volume in the average city library. It will also be noted that where the figures are given for the country service only, the cost is less than where it is given for city and country circulation combined. We wish also again to call attention to the fact that the recorded circulation of the country work is not as great as the actual circulation.

We apprehend that someone will at once raise the point that the city library does reading room work, reference work, and is engaged in other forms of activities that are not paralleled in extension systems. In view of this situation we have excluded from our figures representing circulation in extension systems, a very large amount of study group work, which corresponds to the reference work of the city library. This study group work occupies fully as prominent a position in the extension system as does the reference work in the city library. We have also excluded from the consideration a vast amount of the miscellaneous work done by the extension system, such as free distribution of magazines and periodicals to lumber camps, to industrial centers and to reading rooms of all sorts, as well as educational, art and indus-

trial exhibits sent out in connection with the traveling libraries and otherwise. We have also not taken into consideration correspondence, which in some instances constitutes almost a correspondence course of an educational nature.

We wish to repeat, however, that we are not enamored of the maxim that figures cannot lie. We are not disposed to insist that any one rely on the veracity of the results obtained but simply give the results of a rather interesting view of the recorded results of this class of work.

On the whole, however, we feel that so far as comparison can be made as to efficiency we may safely say:

1. That the need of books—the book hunger—which is met by the extension system, is greater and more intense than the book hunger of those who are served by the average town and city library;

2. That the quality of the book delivered is better intrinsically and better fitted to meet the needs of those receiving it than is the book which circulates within the city system;

3. That the extension systems circulate the books on their shelves more freely than do town and city libraries;

4. That it costs less to deliver good books in the book-hungry rural districts than it costs to deliver the poor and less needed books to urban dwellers.

To address ourselves more particularly to a discussion of the units of extension work, it seems to us that these units drop naturally into two classes: first, state work, and second, local work.

State traveling libraries needed. From correspondence and consultation, we conclude that it is the consensus of expert opinion that local extension work will never attain a scope and an efficiency which will make unnecessary state traveling libraries. If we had ideal geographical, industrial, social and financial conditions, including distribution of population and population centers, state traveling libraries might become unnecessary.

It has been suggested that possibly the state of Iowa was by reason of natural situation and industrial development as likely to be able to dispense with traveling libraries as any state in the Union. Inquiring more particularly, however, into conditions in that state, it develops that there are still many portions of the state which would be without books if not served by state traveling library systems. Those in charge of the work assure us that, after giving the matter careful consideration, they have come to the conclusion that even in that state they cannot in this generation at least dispense with the state traveling library. Conditions elsewhere are such as to make the state unit still more necessary.

In such a state as Wisconsin, to cease to work under the state unit would be to starve certain portions of the state. We have for example, one county which has a total population of less than four thousand with a very small property valuation. The only concentration of population is in a village of a few hundred on the extreme edge of the county. This county has never appropriated anything for library service and would be unable to appropriate any considerable amount. The state, however, has stepped in, and by establishing seven active traveling library stations has at comparatively small cost placed books within fairly easy reach of every individual in the county. Such a system cannot be dispensed with. It only remains to make this indispensable unit as efficient as possible, which, of course, is another story.

Difficulties. To determine what unit system is the type for most effective local extension work is a difficult problem. The investigation along this line might be termed the unsuccessful search for the system which is inevitably successful. The search was necessarily unsuccessful. As might have been expected, the universally successful system has not been discovered. The system that will make library success easy, the system under which few books and little money and less effort achieves wide distribution of the best literature to an appreciative and book-hungry people, has not yet been discovered. Every unit fails. It is equally true, however, that every unit succeeds. Whether it succeeds or fails is due to the conditions under

which each system exists and the efficiency with which each operates.

Certain essentials. From the data that has been obtainable as well as from the personal opinions that have been expressed, we have been able to formulate a statement of certain features of an extension system which present themselves as essential to efficiency.

1. No unit of extension work can succeed unless it is gathered around and has as a center a library with considerable resources of books and funds.

2. A centralization of population and wealth found only in a city or large village is necessary before there can exist a library with resources of funds and books sufficient to form a center of a successful system.

3. Each unit for extension work must embrace a community of natural solidarity. Political divisions, whether they be counties, towns or cities, are mere blocks of real estate bound together by artificial political bonds. Every farm family and every farmhouse, however, is a part of a natural community. The individual who has lived in a rural home knows that for every farm there is a city or village which is spoken of in the circle as "town." No one is in doubt as to what is meant by the word. Each farm naturally adheres to some city or village as its business and social center, and possibly also as its educational and religious center. On the other hand, an intelligent general merchant in any village or city would take a map of the vicinity and with a pencil circumscribe the territory which is naturally tributary to the city in which he operates.

Our conclusion therefore is that the natural unit for library work is the community which naturally centers itself around some city or village. No farmer and no farmer's family should be asked to travel in one direction for their books while they travel in another direction for their commercial, social, and industrial associations.

The ideal unit, as we have suggested, cannot be an artificial unit. We think we may go farther and say that no one, no matter how familiar with a community, should endeavor to prescribe the exact limits to its library activity. A library unit is a gradual development, not an artificial structure completed according to preconceived policies, and with definite plans and specifications. Most commonly such a unit begins as a city or village library and extends its borders of effective extension service as the demands arise and as its resources grow.

An instance of this natural development is the system as it has growu up at Portland, Oregon. The process was, as we understand it, as follows: First there was the central library furnishing service only to those who called at the central building. As distance increased and the demand for books as well as the resources of the library grew, four branches in different parts of the city of Portland were established, all of them, however, in daily communication with the central library. Later there were established what might be termed country branches, eleven in number. In each of these there was a reading room open at least five hours each day—each of these country branches was also in at least weekly communication with the central library. To reach a still more inaccessible portion of the county it became necessary to establish a large number of deposit stations where groups of books in the nature of the traveling library groups were placed. I am informed that never has any city branch, country branch or deposit station been established in accordance with any set plan. The development of the community has created a definite demand for each feature of the work, and each branch or station has been established as a special demand for it arose. The whole territory covered is the territory naturally tributary to the city of Portland. The boundaries of political units have been largely ignored.

Opinion evidence. That the ideal unit cannot be an artificial political unit, but that the unit must change as the situation and surroundings vary is borne out by the opinion of those who have been instrumental in developing extension systems.

Miss Margaret W. Brown, of the Iowa

library commission, says: "Rural use of books must be through a well organized center. A single township without a large town or city cannot provide sufficient funds to give this efficient service or adequate collections of books. Therefore, the logical provision should be through extension from a county seat center . . . In some cases the center for county distribution may not be the county seat, but this would be the exception and not the rule."

Miss Corinne A. Metz, of Van Wert, Ohio, says: "In an agricultural community like Van Wert County, with few large towns and with the central library located in the principal town of the county, I consider our county plan admirable, but with several cities of almost equal size in a county, I think this problem might be a live issue."

Ida K. Galbreath, Superintendent of Ohio traveling library department, says: "In our traveling library experience we have found the township a most satisfactory administrative unit. It seems to me to be the best unit for rural library extension because all persons are conveniently near to the point of distribution. Also, local pride in a township library would be much greater than in a substation belonging to the county."

(Miss Downey of the same commission, however, in response to an inquiry states that it is only in a township where there is a village of considerable size that they have been able to establish such a system.)

N. D. C. Hodges, librarian of the public library at Cincinnati, writes: "The county extension system has been in force since 1898, thirteen years. It has worked well. The small outlying libraries, instead of being dependent upon their own resources, have at their command all the resources of the central library. There is a large loan collection of books which are deposited in one agency or another in response to special needs of a locality, to be removed elsewhere when that need is satisfied. Finally, there is a well organized and central administration in place of the haphazard administration inevitable in a small community."

Carl H. Milam, secretary and state organizer of the Indiana public library commission, summarizes the situation thus: "I believe the ideal arrangement would be for each city and large town to have its own public library and for each such library to serve the rural district of which the city or town is the business and social center. Thus each community would work out its own problem and no arbitrary rule would be adopted. Some libraries would serve one township, some several, some perhaps whole counties, and all the population of the state would be reached . . . If such a system were perfected, the use of the traveling libraries would be in supplementing the limited collections in the small public libraries."

Contributions from country districts. In view of the universal permanent paucity of funds it is but natural that libraries everywhere should cast about for additional sources of income. It has naturally occurred to library authorities in many places that the surrounding territory which could be served by the city library, might and should make contribution to the funds of the city library as a condition precedent to receiving service.

In coming in contact with the rural authorities, therefore, they take the position that, if the rural authorities will contribute to the support of the city library, the city library will in turn extend the services to the rural residents. We make the suggestion that in reaching this conclusion rustic psychology has not been sufficiently considered. Every farmer is psychologically from Missouri. You cannot imitate the pieman in his transaction with Simple Simon, and ask the town or county official first to show his penny before you deliver your product to him. If you do not demonstrate to him the value of library service, if you do not, in other words, deliver the goods before you make demand for a showing of the money he is very likely to make the same reply to you that simple Simon made to the pieman and inform you that indeed he hasn't any penny to exchange for the library service. I have in mind two cases illustrative of this principle.

In one case a close-fisted farmer who was

the controlling spirit of the library board of a small city absolutely prohibited the librarian from furnishing any service to any individual outside of the city. He then went to the various town authorities of surrounding towns and demanded that each town should pay one hundred dollars to the city in order to secure library privileges for its residents. It was but natural that the equally close-fisted town authorities approached in this abrupt manner made prompt reply that they did not propose to spend the public funds of the town for the private advantage of a few residents. As a result, antagonism arose between the city library and the country residents. The city library absolutely refused to deliver so much as an old magazine to any person residing beyond the city limits. A child who could not present a certificate of residence was not permitted in the reading room. To a certain extent, the antagonism toward the library created an antagonism toward the city in general and a very unpleasant and unprofitable condition resulted. All hope of successful extension work in the neighborhood of that city is gone until God in his providence removes from the local library situation some of the obstreperous members of the present generation.

In another instance it occurred to the library board that the library could be made an instrument for attracting rural trade. They proposed to exploit it legitimately for civic advancement purposes. They passed resolutions freely extending the privileges of the library to all who lived in that portion of the county. The merchants adopted the habit of recommending the library to all their rural customers. One member of the board who was a merchant made a practice of taking new customers to the city library and introducing them to its privileges. He was convinced that, if he could make a library patron out of a rural resident, he had made a customer for the commercial interests of the city. He realized, of course, that the person who took the book from the library would return to the city when the book was due. It was but natural that upon his return he should deal with the local merchants and probably take another book from the library, establishing an endless chain of visits to the city. It naturally followed that the commercial interests of the city were definitely advanced by the library service furnished to the country residents.

The service thus rendered was probably as good an investment of city funds as could have been made, since the increased circulation cost little. But a still more desirable result was that the country residents became not only patrons of the merchants of the city but warm friends and supporters of the library. A point was soon reached where the surrounding towns became willing to make appropriations, which, while small, were probably ample to cover the expenses incurred in furnishing country service.

Flexible law needed. From the principle that a library unit cannot be artificially created and cannot always be made coextensive with a political unit, it follows that the law relative to the support of country extension should be elastic. In some cases, it would be well to permit the county to contribute to the city library. In still other cases, one village or city should be permitted to contribute to the support of the library in another city or village, receiving in return their traveling or branch library service in proportion to amount contributed. In short, the law should permit any political unit to make a contract with any other political unit for library service. And I believe that for demonstration purposes at least, any library ought to be legally at liberty to serve the people of any political unit without charge.

Résumé. 1. Assuming that the efficiency of library service depends upon the need of the person served, the quality of the book furnished, the frequency with which the average book is circulated, and the cost of the service, experience demonstrates that every unit of library extension work, state, county, township, or city, is capable of being efficiently operated.

2. Under existing conditions it is for the present, at least, necessary to employ the state as a unit in traveling library work.

3. The boundaries of a unit of local library extension work can not follow the bonndaries of political divisions.

4. No unit is suited to all needs; the unit must vary with social, industrial and educational conditions.

5. The essential characteristics of an efficient unit are:

a. It must center in a library with considerable resources of books and funds.

b. The existence of such a library presupposes the existence of a city or village of considerable size.

c. Each unit must include a community of natural solidarity bound together by social, industrial and natural interests.

6. The natural order of extending library service into surrounding territory is that the value of library service must be demonstrated before funds are demanded.

7. The law providing for library extension should be such as to render contributions by one community to another voluntary rather than compulsory, and should permit any political division to contract with any other political division for library service.

The CHAIRMAN: The library extension through the country has probably been developed in California more than in any other state in the Union, and we are now to hear the story of that development from Miss HARRIET G. EDDY, the county library organizer of the California state library.

CALIFORNIA COUNTY FREE LIBRARIES

What justifies county free libraries in California? The answer is CALIFORNIA. From the Mexican line, 1000 miles to the north; from the Ocean, 350 miles to the east; down to hard pan, and two miles straight up, every inch of California justifies the idea and existence of a county free library; from orange groves to snow banks every month in the year; from steam plows on the plains, to mills and mines in the mountains; from gas engine irrigating plants in the valleys to stupendous engineering enterprises among the peaks. Single counties bigger than some states, where you take a sleeper on a fast train at the county line at sundown, and reach the county seat only in time for breakfast next morning! Our fathers thought of California as the land of gold. It is rather the land of grain and alfalfa, the land of lumber, of salt, and of borax, the land of oil, the land of fruit, and fast becoming the land of rice and of cotton. Its vast extent has scattered its population; its topography has isolated it; its varied industries have diversified it; and necessities have made much of it keen-witted and intelligent.

Why county free libraries in California? Climb into a county automobile with me and glimpse some of our opportunities and responsibilities. Here is the beautiful Capay valley, settled by intelligent, thoughtful, reading-loving English people, living thirty miles away from a library. Forget your native tongue now while we go to a Portuguese settlement up near the San Francisco Bay, where only a year ago an attorney said discouragingly: "No use to put a branch of the county free library down there. The people won't look at a book." But to-day they tell me that nearly all the children, and at least half the grown people are reading.

From there we would go to one of our large counties where until a year ago, when the county free library was started, there was not one free library privilege within its confines, save the state traveling libraries of 50 volumes. There you would see at least eight thriving towns, almost cities, eager to be abreast with the procession of library supporting towns, yet diffident about undertaking the establishment of what has so often proved a mediocre institution. We pass farm colony after farm colony, growing up all over California with mushroom-like rapidity, desirous of having the best and most recent books on farming, but unable to buy them while meeting the heavy expenditures incident to the development of the new ranch.

Has the gasoline given out? Then we will stop at one of the many oil leases,

where you will be surprised, not only at the oil, but at the high quality of intelligence of the people, and where you will find your technical and professional books in steady demand. You will meet educated mothers who welcome your books by saying, "We do not want our children to grow up in bookless homes," a condition otherwise forced upon them as their nomadic life from lease to lease eliminates books from the home equipment. One mother wrote to the county librarian, "There's nothing out here to look at but the stars. Can't you please send us a book about them?"

We would then visit a construction camp up in the Sierra Nevada mountains sixty miles from a railroad. Graduates and postgraduates from every notable college in the Union will greet you there, and you discover that the need for books is unprecedented, both because of previous opportunities which made books their portion in life, and because of present isolation, which makes books doubly welcome.

When we have taken this trip and many others like unto it, and *only* then, are we in a position fairly to consider the subject of California county free libraries. They have been a natural and inevitable outgrowth of California conditions and development. While the work of the county libraries in Maryland, Ohio, Oregon and other states has offered a background, those methods could be applied to California *only* when modified to meet California conditions. Owing to the reversal of ways of thinking and doing things which the newcomer must make if he will succeed here, it seems impossible for a stranger, or *anyone* who has not had opportunity to study conditions, to realize the problems which are confronted here in California, in attempting to provide complete library service. The immense size of the counties, with their population so scattered as to require endless small community centers for marketing; the breaking up of ranches into smaller acreages, and the consequent establishing of hundreds of colonies; the springing up of numerous small towns; the superior quality of readers in the oil leases, construction camps and other places calling for professionally trained men, all these reasons and undoubtedly many others have shown the futility of attempting to secure a library service for all the people by the use of the two conventional and time-honored methods, the municipal library, and the traveling libraries.

Even though every municipality in this state were to have its own established library, nine-tenths of them would be too poorly supported to maintain more than a third rate reading room. And then what about the thousands of people living beyond the municipal line? The municipal library could not possibly shed its beneficent beam far enough to lighten the country gloom. Clearly, then, the municipal library does not solve the problem of complete library service. And even if there were a traveling library in every unincorporated community in the state, what could it avail for full library service, with its fifty miscellaneous books kept for three months? What would it mean, for instance, to the engineer who wishes to spend his spare time studying some of the books published since he left school? or to the ranchman who wants the latest books on alfalfa? or to the union high school located out at some country cross-roads? But even granted that state traveling libraries could furnish adequate service, the extravagance of transportation and duplication would be prohibitive. It is, however, too highly theoretical even to suppose such a service, for with the state library as a wholesale distributor of books through unlimited traveling libraries, the medium of connection between book and borrower would be too elusive, too filmy. To get the best results, there must be more concrete relations, a definite means of service through a more personal supervision. That is, in a huge state like this, traveling libraries have proved to be a good whetstone to sharpen a library appetite, but scarcely a good meal with which to satisfy it. Instead of having the state library deal directly with the people, it is better to have much smaller units

as a base, presided over by a live, enthusiastic person who knows the people and who gives them direct personal service, leaving the state library to its more legitimate work of supplementing and co-ordinating the smaller units. The state library is usually an abstraction in the minds of most people. The institution that is most concrete and is personified in the work of its librarian can secure most effective results.

With a conviction, then, that California had its own peculiar problem to work out; that it wished only to evolve a plan by which all the people of this state might receive library service; that half service is not business-like; and that a library has demonstrated its right to be conducted along sound business lines,—with this conviction, California set herself single-mindedly to the task of looking towards the best library interests of her people. What factors must be considered before the best results could be induced? What conditions were hampering the present attempts at library service? First, not a library could be found in the entire state which had sufficient funds to promote all the plans for advancement which it could well be justified and expected to undertake; clearly then it was the part of wisdom to seek means to secure more funds; second, the endless duplication in schools and libraries of the first few thousand hooks in numerous small towns showed the need of co-ordination with a larger unit as the base; third, the small libraries with their pittance of income prohibit trained workers, and it was clear that if library service is to become a science, professional supervision must he provided. And finally what unit would insure service to everybody? Only one answer to these propositions was inevitable: The county. In California the county is the unit of civil government which corresponds to the township of many of the eastern states. The county high school here corresponds to the township high schools around Chicago. The county, then, offered a logical unit, already organized, and affording machinery for library development which make artificial organizations unnecessary. Then, too, the county represents enough valuation to insure adequate financial aid; moreover, its size is great enough to justify trained supervision. It would also furnish opportunity for co-operation and co-ordination, checking useless duplication, minimizing wasted effort and useless expense. And finally, with every county in the state organized, it would give *all* the people a library service.

Every reasoning, then, justified the adoption of the county as a library unit, and with this base, the first county free library law was passed in 1909, with these as its principal features: 1. The entire county was made the unit for library service. 2. Any municipality might withdraw if it did not wish to he a part of the system. 3. The county librarian, who was to be certificated, was given large power in carrying on the work. 4. A committee of the county hoard of supervisors constituted the library hoard. 5. An alternative or contract plan could be entered into between the supervisors and any library hoard, by which the library could in return for an appropriation of county money render library service to the entire county.

Probably no upward pull has ever been attempted in any undertaking by any organization in history, but what has had its difficulties, its setbacks and its obstacles. And the progress of county free library work in California has been no exception. Its difficulties came from two widely different sources: objections on the part of some library people, and defects in the law itself. The objections from the library side were that the county as a whole was made the unit, from which the municipality not wishing to be included must withdraw; and even when withdrawn its position was deemed to be insecure, since the city trustees could cause it to be included by their own vote. The other objection by some libraries was to the control by the supervisors.

As for the form of the law, it was fatally defective in the conflict between two sections. The original plan had been to put

the county free libraries into operation through petitions, just as in the law providing for the establishment of municipal libraries. But during the passage of the bill through the legislature, amendments were inserted requiring an election. The sections providing for this did not accord, however, and so rendered the law inoperative, except in the section providing for a contract between the county and a city library.

Notwithstanding the objections made to the content of the law from the libraries, and notwithstanding its inherent defects from the legal side, it was a matter of deep significance, and most encouraging to those whose hearts were alive to the hope of improving library service, that the work of organizing and developing the counties went forward with an impetus that nothing could stop. The eagerness of the people for the adoption of the plan was instantaneous, for they saw possibilities for library privileges such as they had not before dreamed of. The plan appealed to them as comprehensive, logical, economical, and business-like, designed to get what the business world is seeking more and more these days—results. Eleven counties in quick succession adopted the contract plan, making in all twelve counties in the state, which are now giving county free library service, for Sacramento county had pioneered the work even before the formal passage of the law.

The mere mention of the Sacramento county free library is the touchstone to awaken the happiest and fullest feelings of reminiscence. I am glad that my first connection with the work was from the people's side of it; that my first impression, and the indelible one, of the true purpose of the county free library is service and always service, that every means to bring this about must *always* be a means, and *only* a means, and never magnified in its importance to endanger or overshadow the end. We never want to be in the embarrassing position of the traveler who could not see the woods for the trees. Nor do we want to be like the business firm that had just adopted a new but complicated system of administration. On being asked how it was working out, the manager rubbed his hands in satisfaction and said, "Fine! just fine! We know to a cent about every department." "How's business?" the first man asked. The manager looked rather blank and then said, "Business? Why, we've been so busy getting the system to work that we haven't done any business." The teacher thinks because the class room order is good that the school is a success. Libraries and librarians, like all other professions, are apt to confuse the issue, to mistake the means for the end. In a big issue like this, the library is liable to entangle itself in meshes of confusion, mistaking the mechanics of organization for the single-hearted purpose—which is service.

So I reiterate, that I am glad my first idea came from the people's end of it. I shall all my life be proud of that branch, acquaintance with the county free library number 1, which we had in our country high school. The library had the goods. We wanted the goods. The county free library established the connection. That was the whole story, a very simple one. If any of you have ever faced the problem of making bricks without straw, you can appreciate what it means to try to make a first class high school without the laboratory service that a library affords. But we got the service that year. Think of one country high school having over $2,000 worth of books put on its shelves for use as it needed them throughout the year! Is it any wonder that high schools all over the state, as they hear of this beautiful new plan, are eager for it!

Is it any wonder that as the work of information and organization has been carried on, people in the county make every effort in their power to help toward success. One high school principal said, "We'll go on our hands and knees to the county officials." Others said, "We'll snow them under with petitions." This method has been necessary in only one county, however, for usually the county super-

visors are as keen to see that the adoption of the plan will bring satisfaction to their people, as the people are eager to see it adopted. The time so far actually spent in the starting of county free libraries has been ten months. One ultra conservative county required the combined efforts of two organizers for a month. No particular opposition existed, but merely a desire on the part of the officials to be thoroughly informed that the people wanted the library. The very next county required only four days, and resulted in an appropriation of $5,200. Another county bade fair to take up the plan with only a three days' canvass; the supervisors were ready to, but an unexpected legal question caused the final action to be postponed two weeks. The ultimate appropriation of $12,000 made the two weeks seem trivial. Still another county voted $10,000 after only a week's missionary work.

They tell me that organizing work is easier here than in most states. I do not know, as my experience is limited. We have met temporary difficulties here in various ways. Sometimes the plea is that the county first needs good roads; sometimes the bridges have all been washed out by last winter's rain; once the county superintendent of schools wanted us to wait till the county had voted bonds for a new high school. But opposition is never met from the general public, for they want the library service; and only one board of supervisors was completely indifferent, but you will agree with me that the circumstances were extenuating; they really were not to be held responsible for their strange actions; they were in the throes of a hotly contested primary election, a condition which being undergone for the first time in our state produced symptoms of incipient insanity.

The work of organization under the contract plan continued till it seemed wise not to carry it any farther, but wait for the new law, which was inevitable both because of the defects in the first one and the objections to it. The utmost care was taken to eliminate completely these two difficulties, by continued conferences and submitting the proposed bill to library folk who had found reason to complain; and by having the bill completely constitutionalized by expert lawyers and approved from the attorney-general's office. Only expressions of satisfaction and congratulation have come from all sources over the result of these efforts, and there now stands as a consequence upon the statute books of California a county free library law which we are confident will prove to be all that every one hopes for—a medium of library service to all who wish. I do not mean by that, that we consider it final. We are seeking only results. If this plan does not give them the desired results, or if a better one appears, we shall greet the new, and lay aside the old, with the same open mindedness that now infuses itself into the present conduct of the work. We believe, however, that the new law offers an elastic medium to meet our present needs. It contains seventeen sections, and attempts to cover whatever points may be logically a part of the county free library's policy. It differs from the former law, which it repeals, in a half dozen or more vital features. First of all, the establishment of the county free library is left entirely permissive with the board of supervisors, no petition or election being called for, as it had been proved conclusively by the work of organization that boards of supervisors will, if they think best for the county, take up the work on their own initiative. A provision for a notice to be published three times before establishment gives sufficient publicity to the contemplated action. The second main point of difference is that while the former law included the entire county as a unit, with provisions for a municipality to stay out, the present law turns the whole plan diametrically around, making the unit to start with only that portion of the county not receiving public library service. If a town has no library, it is included; if it has a library, it is automatically excluded.

Two plans are provided however, by

which a town thus left out may if it wishes enter the system. It may by action of its board of city trustees become an integral part in event of which, notices of intention must be published, and the town is taxed as a part of the system; or it may contract with the county free library for any or complete service, in which event the town is not taxed, but it pays whatever sum is agreed upon by the contract. Under either plan a town may withdraw from the system.

Counties may also contract with each other for joint service—a plan which will undoubtedly work out with advantage and economy, as in cases of a small and a large county close together, or two comparatively small counties, or an interchange of service along the dividing line, or for particular service of various kinds such as the use of a special collection of books.

The new law also provides for a board of library examiners, made up of three members, the state librarian, the librarian of the San Francisco public library, and the librarian of the Los Angeles public library. This board will issue certificates to any desiring to become county librarians, whom they consider capable of filling the position. It is perhaps unnecessary to explain this provision of the law, as its wholesome intent is clearly manifest. It forestalls the appointment of any but those qualified for the position, and thus insures the carrying on of the county work along efficient and professional lines. The suggestion has been made by the board of library examiners to prospective candidates that they spend a short time at the state library, since it is the clearing house, so to speak, for records and for information of the county free libraries already started, which will prove helpful to those coming new into the work; on the same general principle that progressive teachers gather as often as possible for the summer session at the University, which in turn becomes a clearing house of good ideas for the schools all over the state.

The power to make rules for general supervision over the county free libraries is vested in the board of supervisors, an arrangement necessary to insure the library sufficient attention from those who fix the income; but maximum power is given to the county librarian, who determines what books and other library equipment shall be purchased, recommends where branches are to be established, the persons to be employed, and approves all bills against the county free library fund. Salaries are fixed according to the class of the county, and range from $2,400 to $500.

The state librarian is authorized to cooperate with the counties, by sending a representative to visit them, and by calling an annual meeting of county librarians, just as the state superintendent of public instruction convenes the county superintendents of schools. An annual report is required to be sent to the state library, just as at present municipal libraries send one. A tax of not more than one mill on the dollar can be levied for the county free library on that part of the county receiving service from it, and the county is authorized to issue bonds for any part of its support. County law libraries, county teachers' libraries, and school libraries may be made a part of the county free library. The law also includes the contract section from the former law, in case any county should prefer that plan.

Such are the salient features of the new law. It became operative less than a month ago, but already two counties have taken the first step in establishment. The growth is bound to be rapid, as has been evidenced by the enthusiastic but sober, serious way the work has so far been taken up. In the short time that county free libraries have been in operation, over $70,000 has been appropriated by the different counties, 114 branches have been established, and over 12,000 people are reading county books. Compare that support with the $7,000 that the state library was able to spend this last year on traveling libraries! At the end of seven months one county librarian sent in the triumphant note that her card-

holders topped the thousand mark. Another reported a circulation of over 37,000 for the first year. The work is already spreading itself into every branch of activity and industry. School libraries are being co-ordinated with the county work, women's clubs have their special study books, some fruit-packing houses have been made branches, a collection of books has been put into a jail, another at the agricultural farm, county teachers' libraries have in two instances been turned over to the county free library, and home libraries are being sent out in some counties.

This is the merest beginning. It furnishes, however, some basis for prophecy; too often there is too much talk, too little done, and California does not covet such a stigma; but in the light of what has already been accomplished I look forward to the time when our ideal shall have been realized; when the annual appropriations for library work by the counties shall aggregate half a million dollars; when in each of the 58 counties of this state there shall be a library centre with branches reaching out to every community needing them; when in every county seat there shall be a servant—trained, indeed, in the technique of library work—but beyond this and above it and first of all, fired with the inspiration of a mighty ambition to make his library a living, pulsing power to broaden and deepen and sweeten the whole life of his county; when in every little community there shall be a branch custodian, set on fire by the county leader, with vision wide enough to see that care of the branch library is a minor incident—that to know all the people and their needs, to quicken the desire to read, to direct that desire when awakened, and to furnish the books for the satisfaction of the desire—that this is the real work. I love to dream of the time when library organization and equipment and service shall be so complete and efficient that every resident of this coast state, whether in the congestion of the cities, or the solitude of the farm distant on the mountain side shall have not only the opportunity, but the persuasion to read wisely and well.

This was the vision seen by those who launched the plan. This is the daydream that has quickened the zeal and strengthened the arms of those who have made the beginnings. In the gleam of this vision, under the inspiration of this dream, have we not the right to hope that the work will continue till our ideal shall become real, and the people shall enter into their true heritage of a home university.

The CHAIRMAN: We have time for a very brief discussion of the library systems in other states. Miss MARY F. ISOM, of Portland, will give us a little discussion on

COUNTY LIBRARIES IN OREGON

Library development is still in its beginning in the state of Oregon. The Portland library has been a public institution only nine years, and for four or five years enjoyed the distinction, joyfully given up, however, of being the only public library in the state. It has been a county library for seven years. Consequently, with library work slowly a-building and fairly well centralized, we do not meet the complications existing in California and other older and more fully developed states, and it has been an easy matter to prepare and adopt a law simple in itself, but covering existing conditions and providing for future growth and extension.

The Oregon library law as first enacted authorized any county containing a population of 50,000 or more to take advantage of its provisions, and limited the special tax for library purposes to 1-5 of a mill. This was passed primarily for the benefit of Multnomah County, the only county in the state whose population exceeded or equaled 50,000, and to enable the Portland library to extend its activities through the county, which it was exceedingly anxious to do.

The Portland library was so eager for this privilege that an emergency clause was added and the bill became a law at once. The Library Association of Portland

is a private corporation. A contract was made with the county court similar to the one already existing between the city and the Library Association. Under these two contracts the county library was organized. Its work may now be summarized as follows:

The central library containing the administration offices and the usual departments, reference, children's, circulating, etc.; four branches in the city with daily delivery from the central library; 406 classroom libraries in the city schools; traveling libraries in the engine houses and in the club houses of the street railroad men; then, through the suburbs of the city, where the population does not justify the maintaining of a branch, and in several of the small towns of the county, there are reading rooms, each open five hours a day, afternoon and evening, and containing a deposit for circulation of from 500 to 1,000 volumes. These have weekly deliveries from the central library. One of these reading rooms is a reference library of agricultural books and periodicals, with perhaps 75 volumes of general reading for circulation.

In the country districts there are 16 deposit stations of from 50 to 100 volumes each placed in the post-office, the general store, the hospitable farmhouse, the grange hall, occasionally the school house, in one instance in a barber shop, and in another in a church. These are practically traveling libraries, but a shifting collection and under elastic rules, for the interested custodian often brings in an armful of books for exchange to freshen up his collection, as he comes into town on his weekly or monthly errands. These deposit stations consist of adult books entirely. The juvenile libraries are placed in the country schools. There were over 60 of these libraries sent out last fall and placed in 89 class rooms. Does a county library pay? In the last ten years Multnomah County gained 119 per cent in population. In six years the circulation of the library increased 212 per cent.

To meet the changing conditions, at the session of the Oregon legislature last winter, the county law was amended, removing the clause specifying the amount of population, and increasing the library tax to 1-2 a mill, so that now any county in Oregon can avail itself of this law. The section specifies that the tax shall be assessed, levied and collected in the same manner as other taxes for county purposes, the proceeds to be known as the "library fund" to be expended solely for the purpose of establishing and maintaining, or the assisting in the establishment and maintenance of a public library within the county.

The second section of the law provides that the county court for any county which has levied this special tax may use the library fund to establish, equip, maintain and operate at the county seat of the county, a public library, including branch libraries, reading rooms, lectures and museums and may do any and all things necessary or desirable to carry out this purpose. A clause follows which permits the county to contract for public library service with any corporation maintaining a public library at the county seat. This of course is equally applicable to a city library or to a private corporation giving public service, as is the case with the Library Association of Portland.

The third and fourth sections cover the usual provisions that no money can be expended except upon warrant drawn by the order of the county court and that every library so maintained by the county library fund must be entirely free to the inhabitants of the county, subject to such rules and regulations as are prescribed by the county court or the management of the library were not amended. These bills became laws on Thursday, the 18th of May, and Wasco County has already signified its intention of establishing a county library and Hood River County is considering the matter. The Library Association of Portland will henceforth enter into contract with the county alone, as the ½ mill tax will provide sufficient maintenance. In order to provide for the housing of libraries under this act, a county library building law was adopted. The first section of this law permits any county of the state

containing a population of 50,000 inhabitants or more, to assess, levy and collect in the usual manner a special tax not to exceed 1½ mills on a dollar for the purpose of erecting a public library building. The Library Association of Portland is immediately taking advantage of this new law, and has plans under consideration for the much needed new building. The second section provides that this tax may be divided and may be assessed, levied and collected in not more than two successive years, but it shall never aggregate more than the 1½ mills. The third section provides that this tax shall be used solely for the erection of a public library building at the county seat upon a site approved by the county and conveyed to the county by any person, firm or corporation. The county court is also authorized to contract for the use and occupation of this building with any corporation maintaining and operating a public library at the county seat. This contract may be upon such terms and conditions and extend for such a period as may seem advisable to the county court, but in the contract it is provided that the plans for the county library building are to be in accordance with the plans prepared by architects to be selected and under the control of the management of the library, subject to the approval of the county court. A fourth section reiterates the command that the library shall be free to all the inhabitants of the county.

In addition to the amended county library law and the new law relating to county library buildings, the Oregon legislature also passed a bill concerning farm libraries. This bill was introduced by a legislator who quoted J. J. Hill that "every farmer should have a library of agricultural books." This law provides that the county commissioners may appropriate $200 of the general fund of the county for the purpose of establishing farm libraries. The value of the Oregon law, it seems to me, is its extreme simplicity. No new elements are introduced; no new boards are established. The contracts are made with the county court which consists of the county judge and two commissioners. This is the governing body of the county with whom all contracts are made. The power, the responsibility, are left where they should be, with the librarian and directors of each county library.

The CHAIRMAN: We will have a very brief presentation of an older library system, by Miss CORINNE A. METZ, of the Brumback library, Van Wert County, Ohio.

AN OHIO COUNTY LIBRARY

The Brumback library of Van Wert County, Ohio, is the result of the liberality of a former citizen of Van Wert, John Sanford Brumback, who in his will directed that a sufficient sum from his estate be expended in the erection of a library building, on condition that the county equip and maintain it. The conditions of the will were accepted by the County Commissioners, who entered into a contract with the heirs of Mr. Brumback to name the library in his honor and forever maintain it by levying a tax on all taxable property of the county for its support.

In 1899 there was no county library to accept as a model, no county librarians with whom to compare notes, so the library of Van Wert County has gradually worked out its own county library system.

The library is situated in the county seat, Van Wert, a city of 8,000 inhabitants and the center of a prosperous agricultural district, the only town of considerable size in the county, with the exception of Delphos, a city of 5,000 situated partly in Van Wert County and partly in an adjoining county. There are, in addition to Delphos, five towns with a population of 500 or over and each of these we have utilized as a distributing center. In addition we have selected other points of vantage, often the village post-office or the cross-roads store, from which the surrounding country can be served. Fixed collections of books are sent from the central library, according to a regular schedule, so that the stations receive four times a year new collections of 125 books. Extra collections varying from 50 to 100 volumes are sent

to the stations requesting these and we urge the caretakers of the stations to send us titles of all books requested by their patrons. The branch librarians, as we call them, in most cases the postmaster, clerk or owner of the store, receive $50 a year for their services, in return for which we require of them monthly reports of circulation, careful attention to the packing and return of the boxes, and as much interest in the work as we are able to get, sometimes not a very large amount.

Our school collection, though a separate department, continues the work of rural extension, since we loan to any teacher of the country schools, collections of books for school room use, to be changed as often or as seldom as the individual teacher wishes to make the exchange. Our greatest development during the past year has been in this department, due partly, I think, to the fact that there are in several townships of the county school supervisors, whose co-operation we have been able to secure, and partly because we have this year placed a trained assistant in charge of the work, her duty being to aid the teachers in their selection of books, make up collections when these are called for, and compile lists of books for given grades. I have also attended a number of teachers' meetings and township institutes, sometimes merely calling attention to the school collection, but more often talking about books themselves. We find that the teachers need not so much to have their interest awakened as to have their knowledge of children's books increased. We have no settled plan of distribution, but consider each case an individual one, even though extra time is consumed in doing so. In one town of 800, the superintendent of the town schools is also superintendent of the township schools and we have sent to him a collection sufficiently large to supply each of the seven teachers under his direction. The teachers go to him to make their selection and when one collection is used up, he is promptly supplied with another. In another township the school supervisor in his visits of inspection, changes from one school to another the seventeen fixed collections sent out from the library. Both plans work admirably and the rivalry resulting further stimulates the work.

We keep no separate record of town and country borrowers, since the library exists impartially for all, and we have placed the emphasis on the personal side of the work rather than on the compilation of statistics. During the past year, I have visited each of the fifteen branch stations at least once and many of them several times, but in the future I hope to make a round of the stations at least three times a year. Last year we held a meeting of the branch librarians at the central library and although the attendance was small, we considered it worth while. We shall make it an annual event and shall also have, this year, a teachers' day, when the county teachers will be made welcome and an unobtrusive effort made to interest them in the school collection.

With the impetus recently given in Ohio to the teaching of agriculture in the country schools, we shall be enabled to reach many teachers and individuals who have thus far been skeptical of the practical help to be gained from the library. We are also gradually accumulating a comprehensive agricultural reference collection which we hope in time to make effective. With a state institute speaker on our library board we are able to keep in close touch with the granges and farmers' institutes and have secured from him invaluable aid in the selection of agricultural books. County fair is in Van Wert County an event looked forward to from one year to the next and we have utilized this opportunity to exploit the library. We have had, at various times, exhibits of bulletins and lists, model children's collections, recent books on agriculture, etc. The direct results are not always easy to see but our endeavor is to relate the library to every activity of the county.

In a sense I believe that the rural problem is bigger than the city problem. As Liberty Hyde Bailey puts it: "We must do constructive work. We must inspire the reading habit, direct it and then satisfy it." Because of this we must, I think, devote

much of our time and energy to activities which have always seemed to me to lie rather outside of library work, the formation of clubs and debating societies, lectures and institute work, and story telling in the country schools. The average man or woman dwelling in an agricultural community is both busy and independent and unless we can persuade him that what we have to offer is what he needs or wants we can accomplish little. Nor can we approach the problem with any feeling of condescension or patronage. The idea that I occasionally find existing in the minds of librarians and trustees, that the people of rural communities will hasten to take advantage of an opportunity they have so long been deprived of, seems to me to be wholly without foundation. As a matter of fact, they are slow to seek of their own accord what they have for so long been able to do without. Tact and a knowledge of local conditions are necessary tools, together with a rigorous application of the golden rule.

The advantages of the county as the unit have been too well brought out in the earlier discussions of the subject to require repetition,—the disadvantages, as I know conditions in my own county, I have been unable to find.

The CHAIRMAN: The next paper is by Mr. FRANKLIN F. HOPPER, librarian of the Tacoma public library on

THE BASIS OF SUPPORT OF ORGANIZATIONS FOR PUBLIC LIBRARY WORK

Taxation, a fundamental necessity for the maintenance of civilization, must in some form provide the chief means of support of public libraries. In spite of the universal aversion to paying taxes, there is no one act which can be performed by a community, which brings in so large return to the credit of general happiness, as the judicious expenditure, for public purposes, of a fair percentage of general wealth raised by an equitable system of taxation. At the same time, consider the multitude of services and the tremendous demands for expenditure which are being forced upon local government by modern urban life. In a paper in the Atlantic Monthly for April, Ex-mayor McClellan stated that the gross municipal expenditure is increasing at the rate of 8.08 per cent per annum, which if continued will double in eleven years, and that the per capita cost is increasing at the rate of three per cent per annum, which, if maintained, will double in 33 years. He says that:

"Even under normal conditions, if the present rate of increase in the cost of municipal government continues, the tax on city real estate must ultimately equal its rental value. Of course, the moment that this occurs taxation has become confiscation, and the dearest wish of the pure socialist has been realized. The only alternative is retrenchment; retrenchment so merciless as to be beyond practical consideration until the pendulum of public opinion, having reached its collectivist limit, begins to swing in the opposite direction. Time alone can show whether we are on the eve of an individualistic reaction or whether the present collectivist tendency is destined to grow stronger and more widespread until it commits us to a policy of governmental activity hitherto undreamed of, and only possible of realization through repudiation of public debt and the confiscation of private property."

We must be awake to the tendency of the times, watchful that in the rapid social and economic changes the library is strengthened in its position in our civic life. There is nothing to fear for the library in a possibly ultimate socialistic society or in a city supported by single tax, but we must be on our guard. It is time we studied more carefully taxation in relation to libraries, the principles which underlie their support, discover their present status in municipal activities, and be prepared for the future.

Four chief considerations are naturally suggested by the topic, "The basis of library support," first,the reasons for asking for support by taxation; second, methods of effectively presenting budgets to appropriating bodies; third, principles which

govern the amount of budgets; and, fourth, means by which libraries may secure continuously progressive support in proportion to advance in efficiency and work accomplished.

The reasons why libraries are fully justified in asking and expecting adequate support from their public, whether state, county or municipal, have been so often fully discussed in meetings of librarians that there is no need for me to dwell upon them here. Ample support of free public education needs no argument, and it is simple repetition to mention the solid basis on which libraries rest in that respect. It does remain our duty fully and finally to *convince our citizens* of our complete justification. Our position will never be without danger until *every one* in the community takes for granted the value of the public library, and the first importance of its support as he does the public schools. Certainly such is not yet the fact, and we librarians are to blame. The so-called "leading classes," the large tax payers, are as yet merely tolerant, if even cognizant of the existence of the public library. We must prove to them the important factor which the library is in public education, the elevating and enriching influence which it should have on the character of the people, the economy which it is in the ownership and use of books, the increased value which it undoubtedly gives to property, the reduction which its existence probably causes in taxes necessary for the care of crime, the slight per capita cost, the value the business and trades of the city may derive from the efficiently administered public library. The work which the library commissions are doing for the people in small towns, in remote communities, for granges and rural debating clubs, is of the first importance in spreading broadcast the conviction of the library's value and necessity.

The presentation of budgets to most city councils or state legislatures is one of the things which make us librarians gray before our time. Fortunate is the librarian whose board of trustees, presumably a sympathetic body, has the power to levy the library tax. Most of us must each year ask either for a lump sum or a percentage of the tax levy from the general appropriating body. Difficult as may be the task, I believe the publicity and the struggle work together for the good of the library. If our appropriating bodies are made up of the strong business-like men they ought to be, they will rightly demand full justification for the increased appropriations we are certain to ask. It is to be feared that few library budgets would stand analysis from the point of view of an experienced financial man. Our estimates for expenditure, for administration and books need more careful preparation. First, we must demonstrate that the library is efficiently serving the community in strict proportion to its resources. We are judged not by our promises to do, but by what we *have done*. The more efficient a city administration is, the more explicit must be our facts. We must show exactly what we have done with the money we have already had, and we must be able to demonstrate by comparison with other libraries of known efficiency in the same section of the country that the proportion of money spent for salaries, books, etc., is right. We must show that the cost per capita is attended by corresponding use per capita. I find that the idea of trained, expert people at the head of library departments appeals to business men. They know the value of efficiency, but we ought to be able to prove that our experts keep down costs and increase use; that the library receives proper return for the larger salaries paid. We should be able to show what it costs to run the different departments in our libraries. For instance, what are the costs for preparing books for circulation. How many of us know just what we pay for ordering, cataloging and shelflisting our books? Most of us do not care to know, for we realize we should be ashamed of the facts. We may never be asked for these figures by our legislatures and our city councils, but we should all of us be able to compare the cost of these phases of our work with those of other libraries. How else are we to know if we

are getting due return for the money spent and at what points the outlay shows the best returns? But no one of us is able to make any such comparison, because our bookkeeping is so bad and because we do not want to make it any better.

Professor Goodnow says, "perhaps no reform in municipal financial administration is so desirable as the general adoption of some effective form of uniform accounting, which shall be so framed as to make it possible to determine whether the administration of a given city is efficient." Can anyone doubt that the shoe fits the libraries? At the Narragansett Pier Conference, the Committee on library administration submitted an admirably simple form for an annual report, designed specially for the reports from libraries to state commissions. We have proved the value of this form and particularly of its classification of expenditures, but surely the time has come when the American library association needs to adopt and recommend to all libraries a more detailed form for expenditures and for circulation statistics, perhaps two forms, one for the larger and one for the smaller libraries. We have standardized our catalogs, our charging systems, our mechanical contrivances, our assistants, and our own qualifications until we are all so standard we bore one another; but two things which need standardizing as much as any, we have pretty completely overlooked. May we not reasonably hope that some committee of the association, perhaps working with an expert accountant familiar with our requirements, will devise a scheme of accounts which will help us to know where we are extravagant and where stingy, to compare our own costs with those of our neighbors. We are neither businesslike nor sensible until we keep our books in such a way that comparisons can easily be made. The suggestion of the secretary of the A. L. A. in the last number of the Bulletin for reporting and tabulating various library statistics is admirable. As to circulation statistics, a word later.

In considering our library expenditures, it may be of some profit to study the recently issued fifth bulletin of the Carnegie Foundation for the advancement of teaching, giving results of investigations into what the author considers the extravagant and unsystematic administration of our colleges. Prof. Bushnell's acute criticism in the Atlantic of the standards and arguments presented in the bulletin is perhaps equally illuminating. Certainly the "student-per-foot-per-hour" or the "circulation-per-diem-per-dollar" standards are not the only measures of college or library efficiency.

To return to the presentation of budgets: The average city official will do what he believes to be his duty by the library, but the demands for appropriations for many municipal enterprises are insistent, and we must never for an instant let him *forget* his duty to the library. Of great value are tables and diagrams of increases in number of volumes and circulation, percentages of increase in appropriations for the different city departments, in population, in valuation of property; such tables as we find in the last report of the Seattle public library. It pays to keep councilmen interested throughout the year, not only at the time for appropriations. Much depends on the personal relations between librarians and councilmen, even more, I think, than between board and councilmen.

Influential men of the city, who have no official connection with the library, should see the councilmen in its behalf. Appropriating bodies take it for granted that boards of trustees and librarians are interested to the point of bias, but it is another story to have leading business men talk library to them. Personally I believe that women's suffrage is a tower of strength for a library. There is no force so potent for civic betterment as the women's clubs as they are conducted on the Pacific coast. They interest themselves activeiy in the best things, and I know from experience the wonderful work they can and will do for library efficiency. Powerful as were the women's clubs before women were enfranchised, they are to-day, in the state of Washington at least, holding the balance

of the power. May I also say that I personally believe the presence of women on library boards is of great importance, particularly where women's suffrage exists. The increased ease with which appropriations are secured from city councils when women members of the board appear before them is a sidelight worth notice. All over the country the Socialist party is gaining strength. Socialists stand for liberal appropriations to public institutions, good salaries and efficient administration. Remember that they will work for us if we prove to them our cause is just.

The principles which govern the amount of money libraries are justified in expecting for their maintenance have received little systematic investigation. My brief study and tentative conclusions I venture to consider merely an introduction to the subject.

Given two cities, each having 100,000 inhabitants, other things being equal, a public library in one city should do as much work and be of as much service as the other. It should be possible to measure in terms of use the normal efficiency of either library. It is safe to say that our first factor in determining the extent of work is population. But one city is prosperous, progressive, the other is not; one has a high property valuation, the other is poor. The former city can consequently afford to spend more for its public library. The library in the latter city will as nearly as possible approximate the service and use of that in the former city, and it can serve only in proportion as the means for service are provided. The second factor in determining our budgets is the amount of taxable property in the city and the income it will produce. Under present conditions, one ought also to take into consideration city income from licenses, police court fines, etc. Single tax would remedy this complexity. These then are the two chief factors in our budgets, first, population and library service per capita; and, second, property values. But other factors everywhere must be considered; as the location of the city, the character of the population (as in the South the use per capita will be reduced by the non-reading negro population), the density of population, affecting the number of branch buildings (which inevitably increase per capita cost), the special and endowed libraries which tend to reduce per capita use and also per capita cost, the plans of our library buildings, making great differences in the cost of administration. You say we cannot all fully consider all these factors; we take what we can get. Yes, but that is neither science nor business. Perhaps if we subject our budgets to scientific and business tests, what we get will more approximate our needs. Someone may say, "All these factors of character of population, character of buildings and so on, completely alter my special problems." *Do* they alter the problem more than they do that of the public schools? The basis of support for the public school systems varies in almost as many ways as there are states, but school authorities have given the subject careful thought, and the foundation principles which they seem to be actually accepting are illustrated by the practice of some of the most advanced states. There seems to be a double basis for maintenance (buildings are a separate consideration). First, a per capita basis; that is the number of children of school age in the state. A state tax is levied to produce say $10 per child. That gives a distinct and equitable foundation for every district of the commonwealth. But the character of the counties varies, so the county commissioners are instructed by law to levy a county tax which will produce up to a certain amount for each child of school age, say again $10. These two levies will produce in the maximum, say $20. There is *another* basis in which one takes into consideration primarily property values and such other local factors as were referred to above. Local school boards decide how much the local property can stand for school purposes in addition to the two tax levies already mentioned; just what are the local characteristics which cause the problem to vary; and they then make whatever additional levy is necessary to meet the needs. You will

observe that the law in so far as it applies to the state and county tax provides an automatic increase in the total income in proportion to the increase in the number of children of school age. The office and travelling expenses of the state boards of education are provided by direct appropriations by the legislature. Now, it seems to me the conclusions of those states which have either adopted or are working toward the plan just outlined are suggestive as a basis of support for libraries. The population which the public schools consider is the number of children of school age; the population which librarians have to consider is the *total* population. The schools do not reach all their population; and certainly the libraries do not reach nearly as large a percentage of theirs, but the difference is not in *kind*, but one of degree only, and that difference will gradually disappear as our libraries grow in efficiency. The organization towards which the public libraries in many of the states are tending seems to be roughly about as follows:

(1) A strong central library system consisting of commission and state library, supplying the rural districts, district schools and the small towns with library facilities, organizing new libraries, and in addition acting as the central library storehouse on the lines of the New York State library whose collection was so recently destroyed.

(2) A county library system, supplying the needs of every nook and corner of the counties. To support this dual system, a state tax might be levied, which would produce a certain sum for the service the commission should render to every inhabitant not served by the county libraries, and in case an efficient county organization exists, making it unnecessary for the commission to act, the amount raised for state tax for such a county could be paid over to the proper county library board. It should be possible to find a unit of per capita cost varying of course in different states in proportion to property valuation and other factors. Such a cost unit once discovered could be embodied in state law and the revenue would accordingly increase with the increase in population to be served. In this way a certain minimum amount would come automatically to every public library organization in the state, directly proportional to the population to be served. In addition each county should be empowered to levy a tax for libraries which would produce enough to meet estimated expenses. The millage of the state tax would vary with the number of people to be served; the millage of the county tax would either remain the same from year to year, thus producing additional revenue as the county property valuations increase, or it would vary between certain maximum and minimum limits, the degree of variation to be decided by the appropriating bodies. So we would have a dual basis of support, one a definite minimum income for the service of each person whom it is our duty to serve, and the other the additional income increasing or diminishing with property valuations. Under the present conditions it is possible for a municipal library partially to adopt some such method by determining what a fair cost per capita would be, taking into consideration local conditions and comparison with other libraries. Once having determined such cost per capita, it is easy to find what millage of the tax levy would produce the total amount. Even if such millage is not prescribed by state law or city charter, it is not difficult to accustom an appropriating body to consider a certain rate of tax on property as the proper amount to appropriate each year. Until the relationship between state commissions and state libraries becomes what it is eventually likely to become, one organization working for all the people of the state, it will be difficult to work out a proper basis of support for these state institutions, but as the organization is gradually perfected, it seems that it will become more and more easy to determine the proper method of their support by some form of combination of the per capita and the property valuation bases.

A corporation determines each year the degree of its success or failure by the re-

II. STATISTICS FROM

City	Population. 1910.	Assessed Valuation of Property. 1910.	Property Assessed at.	Property Value at 100%.	Library Income from Taxes. 1910.	Library Income from All *Other* Sources, Except Endowments. 1910.
Brookline, Mass.	27,792				$23,500.00(?)	Fines etc. not re
Cedar Rapids.	32,811	$25,000,000.00	100%	$25,000,000.00	10,916.92	$1,720.12
Duluth, Minn.	78,466	41,385,224.00	33⅓%	124,155,672.00	14,652.31	683.05
Elizabeth, N. J.	73,409	57,408,430.00	100%	57,408,430.00	17,335.00	
Erie, Pa.	66,525	25,254,803.00	40%	63,137,000.00	15,050.00	
Jackson, Mich.	31,433	20,000,000.00	100%	20,000,000.00	10,000.00	500.00
Lynn, Mass.	89,336	72,648,640.00	100%	72,648,640.00	16,000.00	4,501.32
Peoria, Ill.	66,950	20,548,876.00	33⅓%	61,646,628.00	17,664.44	1,831.91
St. Joseph, Mo.	77,403	37,743,520.00	60%	62,958,600.00	21,000.00	
Springfield.	88,926	119,081,778.00	100%	119,081,778.00	46,012.04	3,449.00
Tacoma.	83,743	69,939,177.00	60%	116,565,295.00	26,425.76	733.46
Averages.						

I. STATISTICS OF CITIES HAVING A POPULATION OF MORE THAN 100,000

City.	Population. 1910.	Assessed Valuation of Property, 1910.	Property Assessed at.	Property Value at 100%.	Library Income from Taxes, 1910.	Library Income from All Other Sources, Except Endowments. 1910.	Library Income from Endowments. 1910.	Rate of Levy in Mills in 1910, Based on Assessed Valuation.	Rate of Levy in Mills in 1910, Based on Valuation of 100%.	Rate of Levy in Mills Based on Valuation which would produce Total Income from All Sources, Except Endowments. 1910.	Income per Capita, Except from Endowment. 1900.	Income per Capita, Except from Endowment. 1910.	Circulation for Home Use per Capita. 1900.	Circulation for Home Use per Capita. 1910.	Income per Circulation. 1910.
Albany, N. Y.	100,253														
Allegheny, Pa.	132,283	$100,000,000 00 (approximate)	90%	$111,111,111.00 (approximate)	$26,862.00	Fines, etc. not reported		$26,862.00	3/11	24	.24	$0.154	$0 203	.86	1.17	$0.158
Atlanta, Ga.	154,839	Insufficient report.													
Baltimore, Md	558,485	Unusual part of inco	me from	endowments; so omi	tted.	$50,000	from endowmeot;	$20,000	from city.						
Birmingham, Ala.	132,685	New library. No	building,	no support.											
Boston, Mass.	670,585	1,393,765,423.00	100%	1,393,765,423.00	351,978.00	Fines, etc. not reported		351,978.00	.254 (lumpsum)	.254	254	.518	.524	2.36	2.38	.219
Bridgeport, Conn.	102,054	No report.													
Brooklyn, N. Y.	1,634,351	1,463,368,346.00	100%	1,463,368,346.00	424,739.00	$26,111.94		450,850.94	.29	.29	.30	.03	.275	.54	2.48	.11
Buffalo, N. Y.	423,715	307,300,585.00	75%	409,734,113.00	99,950.00	8,188.60		108,138.00	.32 (lump sum)	.24	.26	.24	25	2.5	3.2	.078
Cambridge, Mass.	104,839	No report.		Year ending	July 1, 1910.	Year endiog July 1, '10.										
Chicago, Ill.	2,185,283	848,994,536.00	33%	25,727,107,151.00	328,729.90	Fines, etc. not reported		328,729.90	.411	.135	.127	.15	.122	.82	.92	.16
Cincinnati, Ohio (County Library)	364,463	306,973,240.00 (Hamiltoo County)	60%	511,612,266.00	149,312.47	6,191.53		155,504.00	.5	29	.33	.18	.426	1.25	2.93	.114
Cleveland, Ohio.	560,663	274,970,605.00	35%	785,621,300.00	253,574.38	15,595.01		269,169.39	1.5 (?)			.18	.48	2.51	3.99	.12
Columbus, Ohio.	181,548	No report.														
Dayton, Ohio.	116,577	62,631,280.00	45%	139,180,622.00	23,041.98	Fines, etc. not reported.		23,041.98	.4	.180	.180	.16	.19	1.57	2.38	.083
Denver, Colo.	213,381	132,909,000.00	50%	265,818,000.00	30,000.00	3,000.00		33,000.00	.23 (lump sum)	.115	.12	.205	.155	2.74	1.73	.089
Detroit, Mich.	465,766	377,335,980.00	100%	377,335,980.00	104,717.86	11,513.00		116,230.86	.25	.25	.36	.19	.25	1.71	1.78	.14
Fall River, Mass.	119,295	92,488,520.00	100%	92,488,520.00	26,134.04	6,329.97		32,464.01	.28 (lump sum)	.28	.36	.154	.27	1.59	1.58	.17
Grand Rapids, Mich.	112,571	85,324,200.00	100%	85,324,200.00	34,129.63	7,625.52		41,755.15	.4	.4	.48		.37	2 11	2.73	.136
Indianapolis, Ind.	233,650	135,966,655.00(real est.)	60%	226,611,090.00	71,860.00	2,534.11		74,394.11	.4	.31	.32		.35			
Jersey City, N. J.	267,779	No report.														
Kansas City, Mo.	248,381	No regular appropriatioo.		Supported from school funds.												
Los Angeles, Cal.	319,198	332,489,160.00	50%	664,978,300.00	132,775.00	4,034.55		136,809.55	.4	.20	.205	.26	.42	3.5	2.13	.20
Louisville, Ky.	223,928	165,000,000.00	80%	206,250,000.00	60,557.68	4,178.00		64,735.68	.325	.29	.31		.28	No library theo.	2.74	.10
Lowell, Mass.	106,294	No report.														
Memphis, Tenn.	131,105	93,445,488.00	60%	155,742,480.00	26,000.00	Finee, etc. not reported.		26,000.00	.3	.16	.16	051	.19	.5	1.6	.12
Milwaukee, Wis.	373,857	Valuation figures incorrect.														
Minneapolis, Minn.	301,408	No report.														
Nashville, Tenn.	110,364	76,023,612.00	80%	95,029,515.00	15,000.00	798.47		15,798.47	.19	.15	.16	.103	.14	No record.	1.32	.107
New Haveo, Conn.	133,605	Iosufficient data.														
New Orleans, La.	339,075	No report.														
New York, N. Y. (Including Manhattan, The Bronx and Richmond)	2,848,491	5,613,546,713.00	100%	5,613,546,713 00	620,812.00	34,834.06		655,646.06	11	.11	.116		.23	1.33	2.64	.08
Newark, N. J.	347,469	348,105,216.00	100%	348,105,216.00	109,308.00	11,373.00		120,681.00	**.33⅓	**.33⅓	**.34	.18	.347	1.3	2.7	.129
Oakland, Cal.	150,174	Insufficient data.												2.2	2.91	
Omaha, Neb.	124,096	28,607,002.00	20%	143,035,010.00	29,000.00	1,500.00		30,500.00	1.01	.20	.21	.161	.24	1.94	2.16	.11
Paterson, N. J.	125,600	No report.														
Philadelphia, Pa.	1,549,008	1,458,851,880.00	65%	2,244,387,507.00	234,600.00	3,000.00 (?)		237,600.00	.16	.104	.105	.127	.15	1.41	1.17	.13
Pittsburgh, Pa. (excluding Allegheny)	401,622	709,905,751.00	90%	788,784,167.00	225,000.00			225,000.00	.32	.288	.288	.28	.56	1.33	2.8	.19
Portland, Ore.	207,214	231,161,600.00(City) 301,823,650.00 (Co.)	75%	308,215,333.00(City) 402,431,533.00 (Co.)	61,822.30	2,932.00		64,754.30	.26	.19	.20		.312	Not established as public library.	2.66	.117
Providence, R. I.	224,326	259,145,060.00	100%	259,145,060.00	Only small pa	rt of funds come from city.										
Queens Borough	284,041	339,922,440.00	100%	339,922,440.00	120,207.00	Information not full enough for comparison.										
Richmond, Va.	127,628	No public library.														
Rochester, N. Y.	218,149	No public library.														
St. Louis, Mo.	687,029	564,875,720.00	65%	869,039,500.00	212,137.22	$10,000 fines, etc. (approx.) $27,000 (rect) 3,000 (fines etc.) $30,000 approx.		222,137.22	.4	.24	.25	.134	.323	1.23	2.49	.129
St. Paul, Minn.	214,744	125,281,180.00	60%	208,801,966.00	29,000.00			59,000.00	.23 (lump sum)	.14	.282	.09	.279	1.01	1.73	.15
San Francisco, Cal.	416,912	492,329,885.00	60%	820,549,816.00	74,309.35	9,369.10		83,678.45	.15	.094	.119	.105	20	1.861	1.726	.116
Scranton, Pa.	129,867	74,354,445.00	75%	99,139,260.00	18,300.00	877.07		19,177.07	.246(lump sum)	.18	.19	.12	.147	1.08	.94	.156
Seattle, Wash.	237,194	185,317,470.00	45%	411,816,600.00	99,555.43a	46,982.82		146,538.25	.5045	.227	.355	.17	.617	1.91	2.74	.226
Spokane, Wash.	104,402	85,619,405.00	60%	142,698,800.00	28,481.04	1,354.72		29,835.76	.437	.19	.208	.207	.286	.88	2.04	.139
Syracuse, N. Y.	137,249	105,498,527.00	100%	105,498,527.00	39,200.00	683.75		39,883.75	.37 (lump sum)	.37	.38	.21	.363	1.5	1.8	.155
Toledo, Ohio.	168,497	83,002,450.00	60%	138,337,410.00	27,764.27	Fines, etc. not reported.		27,764.27	.35	.21	.21	.13	.164	1.68	2.23	.074
Washington, D. C.	331,069	Disregarded, because the figures are inadequate for purposes of comparison, more than 50% of the real estate being exempt from taxation.			44,000.00	6,538.22		50,538.22	.31 (lump sum)	.31	.35	.34	.346	1.7	2.2	.134
Worcester, Mass.	145,986	141,212,607.00	100%	141,212,607.00												
Averages	.....	.....	....	.....	.....	.....		.....	.3625	.218	.26	.178	.29	1 617	2.187	.133
										Increase from 1900 to 1910			62%		35%	

*This is the gross income; the city keeps $9,000 each year, towards interest and sicking fund charges on the building.

**Including levy for the $9,000.

a $99,555.43 is actual receipts from taxes in 1910. The estimated receipts from taxes in 1910 would have been $93,492.66 based on a library levy of .5045 mills and an assessed valuation of $185,317,470.00.

† The figures given for library income from taxes in 1910 do not always exactly correspond with the result obtained by multiplying assessed valuation by rate of levy. The difference is usually caused by receipts from overdue taxes, taxes not collected, etc.

II. STATISTICS FROM ELEVEN SMALLER CITIES

City	Population. 1910.	Assessed Valuation of Property. 1910.	Property Assessed at.	Property Value at 100%	Library Income from Taxes. 1910.	Library Income from All *Other* Sources, Except Endowments. 1910.	Library Income from *All* Sources, Except Endowments. 1910.	Rate of Levy in Mills in 1910, Based on Assessed Valuation.	Rate of Levy in Mills in 1910, Based on Valuation of 100%.	Rate of Levy in Mills Based on Valuation of 100% Which Would Produce Total Income from All Sources, Except Endowments. 1910.	Income per Capita, Except from Endowments. 1900.	Income per Capita, from Endowment. 1910.	Circulation for Home Use per Capita. 1900.	Circulation for Home Use per Capita. 1910.	Income per Circulation. 1910.
Brookline, Mass.	27,792				$23,500.00(?)	Fines etc. not reported.	$23,500.00	(Lump sum)			1.05	.84	5.24	6.175	132
Cedar Rapids	32,811	$25,000,000.00	100%	$25,000,000.00	10,916.92	$1,720.12	13,637.04	.44(?)	.44	.505	.208	.38	1.35	3.6	.106
Duluth, Minn.	78,466	41,385,224.00	33⅓%	124,155,672.00	14,652.31	683 05	15,335.36	.4	.11	.12	.19	.19	1.20	2.25	087
Elizabeth, N. J.	73,409	57,408,430.00	100%	57,408,430.00	17,335.00		17,355.00	.33⅓	.33⅓	.333		.238	No library in 1900	1.85	.131
Erie, Pa.	66,525	25,254,803.00	40%	63,137,000.00	15,050.00		15,050.00	.628	.238	.238	.39	.226	2.7	2.8	.082
Jackson, Mich.	31,433	20,000,000.00	100%	20,000,000.00	10,000.00	500.00	10,500.00	.5	.5	.525		.334	3.30	2.88	.116
Lynn, Mass.	89,336	72,648,640.00	100%	72,648,640.00	16,000.00	4,501.32	20,501.32	.22(?) (lump sum)	.22	.282	.13	.229		2.59	.088
Peoria, Ill.	66,950	20,548,876.00	33⅓%	61,646,628.00	17,664.44	1,831.91	19,496.35		.28	.311	.28	.291	2.99	3.09	.094
St. Joseph, Mo.	77,403	37,743,529.00	60%	62,955,600.00	21,000.00		21,000.00	.4	.33	.33		.271		2.6	.101
Springfield	88,926	119,081,778.00	100%	119,081,778.00	46,012.04	3,449.00	49,461.04	.38	.38	.415	.46	.556	2.6	5.9	.093
Tacoma	83,743	69,939,177.00	60%	116,565,295.00	26,425.76	733.46	27,159.22	.5	.22	.232	.15	.32	1.53	2.66	.122
Averages									.304	.329	.357¼	.355	2 61	3.259	.105

ELEVEN SMALLER CITIES

	Library Income from *All* Sources, Except Endowments. 1910.	Rate of Levy in Mills in 1910, Based on Assessed Valuation.	Rate of Levy in Mills in 1910, Based on Valuation of 100%.	Rate of Levy in Mills Based on Valuation Which Would Produce Total Income from All Sources, Except Endowments. 1910.	Income per Capita, Except from Endowments. 1900.	Income per Capita, Except from Endowment. 1910.	Circulation for Home Use per Capita. 1900.	Circulation for Home Use per Capita. 1910.	Income per Circulation. 1910.
orted.	$23,500.00	(Lump sum)			1.05	.84	5.24	6.175	.132
	13,637.04	.44(?)	.44	.505	.208	.38	1.35	3.6	.106
	15,335.36	.4	.11	.12	.19	.19	1.20	2.25	.087
	17,355 00	.33⅓	.33⅓	.333		.236	No library in 1900	1.85	.131
	15,050.00	.628	.238	.238	.39	.226	2.7	2.8	.082
	10,500.00	.5	.5	.525		.334	3.30	2.88	.116
	20,501.32	.22(?) (lump sum)	.22	.282	.13	.229		2.59	.088
	19,496.35		.28	.311	.28	.291	2.99	3.09	.094
	21,000.00	.4	.33	.33		.271		2.6	.101
	49,461.04	.38	.38	.415	.46	.556	2.6	5.9	.093
	27,159.22	.5	.22	.232	.15	.32	1.53	2.66	.122
.....	.....	.....	.304	.329	.357¼	.355	2.61	3.259	.105

turn on the investment. If the profits are less than they should be, considering the volume of business, an investigation of the different departments follows with a view to reduction in costs. There is no absolute test to a library's efficiency. Comparative study of work accomplished and cost of maintenance must be our chief resources. In making comparisons of work, circulation is by no means the only test, for much of the work and expenditure of libraries is devoted to other fields, such as reference work and reading rooms. But it is still a fact that comparative statistics of reference work and reading room attendance are too inaccurate to form a basis for comparison. Neither is the number of card holders as yet much of a test, as the life of the cards varies altogether too much. It remains true then that statistics of circulation are the best *comparative* test we have of work accomplished. Unfortunately, even circulation statistics are not strictly comparable, so great is the divergence in methods of counting.

Next in importance to the adoption of some good definite system of accounting it seems to me that the American library association should adopt some standard system for counting circulation statistics. Varying rules in regard to the loaning of books for two weeks or four weeks, the counting of renewals, seven-day books, counting circulation of books loaned to schools, clubs, etc., are merely some of the reasons why accurate comparison is so difficult. However, in order to come to any conclusion at all, we must find some basis of comparison if it is only approximate.

In collecting some statistics of library support and use in the United States, I tried to get returns from each of the 51 cities which has more than 100,000 population, according to the census of 1910. Counting Allegheny, Brooklyn, and Queens Borough separately from Pittsburgh and New York, there are in all 54 such cities; three of them have no public libraries, and from 19 others insufficient data was obtained to make comparison possible. I was also able to secure figures from 11 cities, ranging in population from 27,000 to 90,000. To get a common basis of comparison for appropriations, I reduced the assessed valuation of property in all the cities to a 100 per cent valuation, ascertained what millage on these property values produced the income for 1910 from taxes, even if appropriations were made in a lump sum, and what millage would have produced the total income for the year 1910 including income from dog licenses, police court fines, library fines, etc., but excluding income from endowments, because comparatively few public libraries have more than very small endowments, and even in such cases the interest is usually spent for the purchase of certain classes of books, for which the library would, without the endowments, spend but little of its own appropriations.

In the group of large cities the rate of levy in mills which produced the income from taxes in 1910 averaged .218 of a mill, and the rate of levy which would have produced the total income, except from endowments, averaged .26 of a mill. The income per capita averaged 17.8 cents in 1900, and 29 cents in 1910, an increase of 62 per cent. The circulation per capita in 1900 averaged 1.617, and in 1910 averaged 2.187, an increase of 35 per cent.

It is interesting to note that in 1910 the average expenditure for each book circulated was 13.3 cents (of course you remember that for purposes of comparison we are considering only circulation, and disregarding entirely reference work). The corresponding averages in small cities are interesting. I venture to read the list of these 11 cities:

Brookline (Mass.), Cedar Rapids, Duluth, Elizabeth, Erie, Jackson (Mich.), Lynn, Peoria, St. Joseph (Mo.), Springfield (Mass.), Tacoma (Wash.).

The rate of levy in mills which produced the income from taxes in 1910 (based on a valuation of 100 per cent) averaged .304 of a mill, and the rate of levy which would have produced the total income except from endowments averaged .329 of a mill. The income per capita averaged 35.7 cents in 1900, and 35.5 cents in 1910 (practically

the same), but the circulation per capita increased from an average of 2.61 in 1900 to 3.259 in 1910, or 25 per cent. The average expenditure for each book circulated in 1910 was 10.5 cents. In 1910 the small cities received an average income per capita of 22 per cent more than the larger cities, and had an average per capita circulation of 49 per cent more than the larger cities. As showing the very distinct connection between income and circulation, it may be noted that in the two groups of cities, the one which has the largest per capita income (Brookline) also has the largest per capita circulation, and the one which has the smallest per capita income has the second smallest per capita circulation.

Unfortunately, I could not obtain sufficient data to complete accurate comparative statistics of increases in appropriations for schools and libraries. It is I think approximately correct to say that in 1910 appropriations for schools averaged about 15 or 16 times those for libraries, but the percentage of increase since 1900 was greater for libraries. According to the Census Bureau, in the 148 largest cities of the United States, from 1902 to 1907, the per capita expenditures for the police departments increased 10 per cent; for fire departments 21 per cent; for schools 23 per cent; for libraries and museums 37 per cent. From these figures it seems evident that the per capita expenditures for libraries have increased more rapidly than those for any other department of municipal activity.

In conclusion, may I venture the opinion based on the comparative statistics studied, that the only way in which a library may be *sure* of continuously progressive support in proportion to growth of population and increase of library needs, is to secure either by state law or city charter a certain minimum millage of the annual tax levy, such minimum to be adequate for at least the essential needs of an efficient library, and to be determined in the first place by the amount needed to reach the present population, and by the necessary modifications of property values, character of population, plan and number of library buildings, etc. Such a millage carefully determined will increase the library revenues each year, as the wealth of the community and its consequent ability to spend increases. At present the average rate which will produce our library incomes is approximately .3 of one mill on the dollar, reckoning on the basis of 100 per cent valuation. It is safe to say that this average rate is too small; for the inadequately supported libraries are in the majority.

The CHAIRMAN: (Mr. Carr here again takes the chair.) I think we owe a great deal to Mr. Hopper for the presentation of this most interesting paper. Few except those who have done this kind of work realize the amount of labor he must have put into that paper. I have no doubt it will be a great help to us in the future, and further suggestions in that line will amplify the results to be derived therefrom.

We have with us to-day Professor ARTHUR H. CHAMBERLAIN of the University of California, who comes to us as the accredited representative of the National Education Association. I now have great pleasure in introducing Prof Chamberlain.

INCREASING THE EFFICIENCY OF THE LIBRARY AS AN EDUCATIONAL FACTOR

On the fourth day of July and one year short of three quarters of a century ago the first real apostle of popular education in this country wrote in his journal: "The people who speak to me on the subject of my Secretaryship seem to think that there is more dignity or honor or something in being President of the Senate, than to be Missionary of Popular Education. If the Lord will prosper me for ten years, I will show them what way the balance of honor lies. But this is not a matter to be done sleeping."[1] And on October twentieth, seventy one years later, four months before his death, a great soul said: "How do

[1] Horace Mann's Journal. See Hubbell, Horace Mann. p. 81.

I know that life is worth living unless I learn that somebody else has found it so? Where shall I find that? In a book! How shall I know that victories are to be won unless I find the records in books? Men and women who have been successful in life are telling us of this on the printed pages. This is uplifting. A book is nothing but an individual. If you sit down with one of Howell's books you sit down with Howell. If you have a public library you have the best men and women of the world as neighbors."[2]

Horace Mann was prospered for his ten years. His work as secretary of the Board of education of Massachusetts laid the foundation of the most far-reaching reforms in school administration that our country experienced to the sunset of the last century. And James H. Canfield as teacher, librarian, and man, performed a work in stimulating the individual and community mind for good books, that rises to-day his monument. East and west and from the Gulf to Canada, there are men and women, of whom those before me are worthy representatives, whose duty and delight it is to bear witness to Mann's message of a rich and purposeful popular education. Daily these "Prophets in Israel," your fellow workers and you, sit down with boys and girls as did Canfield. And as the artist traces with his brush upon the canvas the landscape that speaks to you from those yesterdays which were once to-morrows, or as the musician strikes the chord that sets vibrating the strings of memory; so do you spread before your boys and girls the lives and deeds of those who have been successful and of service—lives and deeds reflected in the pages of the book.

Not mine the interesting task to trace the development of the school and library as factors in the life of the community. Our topic is the more circumscribed, if fully as intense and more important one, of how to increase the value of the library as a means of education. That the library is or should be one of the most vital of educational factors, you of all people need not be told, for it is you who have made it such. You agree with Draper that, "The state which can put a mark upon its map wherever there is a town or village library, and find its map well covered, will take care of itself."[3] With MacCunn do you also agree that, "Many an end really within the individual's reach is never grasped simply because it is concealed by the screen of ignorance; and many a man in later years can, with bitter, unavailing regret, see clearly how his whole career might have been different if only this end or that had been brought within his ken by the written or the spoken word."[4]

The school and the library are parts of one and the same great organic institution. Whether housed in the school building or in a separate structure on the campus, or in a public building, managed by a special board and financed by the municipality, the library is part and parcel of the educational scheme. The books of the library are as much a part of the school machinery as are the various pieces of apparatus in the physical laboratory, the biological specimens, the collections used in the study of mineralogy, or the tools and materials in the craft shop or the school kitchen. To think of the library as apart from education and as simply a desirable aid to the school, is to place it in the amusement column. Already some libraries, and the major portion of most, I fear, judged by the books on their shelves, belong with the theatre and the summer resort. A collection of books meeting this requirement *merely* is not a library. Of course we must have a care for relative values and your speaker fully realizes the legitimate place the library plays as a means of entertainment and recreation.[5] "After the church and the school, the free public library is the most effective influence for good in America," said Theodore Roosevelt. This is stating in another form that the church, the school and the library are three of the elements, without which any educational organization is less than perfect.

2 Canfield. The Library's Part in Education. Public Libraries. 14: 120. 1909.

3 American Education. p. 46.
4 The Making of Character. p. 193.
5 Jewett. The public library and the public school. Public libraries. 14:119, 1909.

Your speaker had occasion to say recently that with building and equipment and playground and library facilities and all that goes to constitute the material and physical side of a modern school, the plant would prove inadequate to meet the demands imposed, unless the teacher of purpose and of power was the guiding genius of the whole. Personality in the teacher counts for more than all else on the success side of the balance sheet. So is it with your librarian. Before building or equipment or books, the librarian stands supreme. The librarian is the center of the system and all else depends upon her.

The first element necessary in making more efficient the library you represent is a more efficient *you*. For what constitutes a library? A beautiful building constructed by private funds or public bond issue and raised amid charming surroundings of lawn and lake and grove? Furniture and equipment of the most modern type? A large *collection* of books? Too often this is indeed the library. It is a show place. It constitutes "Exhibit A" when visitors are taken proudly about town on a tour of inspection. But what of the librarian? Do her townspeople, her friends and associates, realize the part she is daily called upon to play in shaping the ideas and ideals of the community? A man or woman of personality, of tact, and one trained in library lore and possessing a knowledge of books, of teaching, and particularly of individuals—such will be the librarian in fact. And a humble structure housing a handful of well selected volumes may be the library of real educational value in any community.

"There is, undoubtedly, a certain benefit to the growth of the civic spirit in a small town, in the presence of a beautiful, dignified library building, and where it can be maintained without detriment to the real service of books, it is the fulfillment of a commendable ambition to have such a building. But, oftentimes the library service would be stronger in rented quarters, appropriately and adequately equipped, with a sufficient collection of books, a sympathetic, up-to-date librarian in charge to make known the contents of the library to the community."[6] By all means have the beautiful building where possible. But ambition to possess "the best library building in the state"; to be able to furnish on the initial request, the novel fresh from the press; or to show in the annual report an unparalleled percentage of increase in stock—these are not necessarily commendable ambitions either on the part of librarian or board. The vital questions are: Has the individual been reading, what does he read, and how? Is taste developing? Is there an increased demand for the best in history and biography and science and poetry and travel and art? Are books read, or do patrons go through the library as the average tourist visits an art gallery or "sees Europe?"

How often has there come home to me the distinction as between a real library, and a collection of books, when in one or another city throughout the country I have been shown the library—a beautiful, cold, unsympathetic monument in stone and steel, its exterior without a blemish, its rooms palatial, its shelves spotless, and ninety per cent of the books light fiction, novels of the passing moment, originally printed serially in the magazines. Or interest has been centered upon volumes of such specialized character that the dust of months is upon them or the leaves uncut. *Fiction* in this instance is *fact*. Here the main business of the librarian is indeed to be up-to-date with the latest fiction, and to see that the building is kept immaculate and the rooms absolutely quiet. Seeing this I have said: "What a waste of the people's money!"

Other kinds of libraries there are and other types of librarians. This brings me to the second point in the discussion. All librarians must be teachers in spirit and temperament, and all teachers must understand how to work with books. Some one has truly said in speaking of the untrained that "you should not put drugs of which you know nothing into a body of which you know less." The individual who under-

[6] Buildings are not libraries. Editorial. Public libraries, 14:56, 1909.

stands books slightly and boys and girls not at all can not be expected to make either a good librarian or an excellent teacher. It is then not only necessary to train librarians for their profession, but all normal and training schools must offer courses of instruction in the use of the library to prospective teachers. This suggestion has in it no element of originality. You remind me that already many schools are attempting this work. And in any event, you say this is a matter for the school people and not for the librarians. It must, I submit, in point of fact, be worked out jointly by librarian and teacher, the training and experience of the librarian being a positive force.

The replies to a recent inquiry as to library instruction in normal schools show that of thirty-two schools replying (and representing eighteen different states), twenty schools offer instruction in the use of the library. Four schools offer no instruction whatever; one replies "yes and no"; in one school occasional instruction is given; in one instruction is incidental; in two there is individual instruction, and in three courses are in contemplation. The number of lessons per year range from one, two or four in several schools to sixty in one school. Between these limits one school offers ten to eighteen lessons, three give eighteen to twenty, one school thirty. In only twelve schools is the work obligatory and in all but three of these the instruction is given by the librarian. Where library work is optional, either the librarian or a faculty member gives the instruction.[7]

While extremely suggestive as indicating the trend of affairs, it is quite evident that as yet few school boards, superintendents, principals, teachers or librarians have seriously considered the necessity of preparing all our teachers in the elements of library work. Such work in normal schools and education departments in colleges must be obligatory, for regardless of grade or type of school, and in whatever subject, the teacher must handle books. And no student should graduate from such a school until he or she is proficient in the elements of library administration. This knowledge is of greater importance than much else the student is required to know. If programs are now over full, room must be made through the process of elimination; for library work is not a subject as in mathematics or Latin. "It is a method of work." Without it no work can be effective. We have thus to consider what should be taught to teachers in training. Since this depends upon what pupils should be required to know that they may use the library understandingly, we must here speak of library administration from the standpoint of the school.

One has but to study conditions as they exist, whether in the public or the school library, to note that adults, not to speak of boys and girls, are practically at sea when making investigations. In a general way the location of certain books may be known. How to find books on a particular subject new to one; how to locate material bearing upon the text in use; how to find parallel studies, or substitutes, provided the required book be missing; how to separate the wheat from the chaff, and gather up the main points in a discussion; how to study to the best advantage—in fact how to *use* the library; on these matters the average boy or girl, man or woman is comparatively ignorant. Many well-meaning students spend more time in groping through the library in a fruitless search than they give to reading, and many a one remains away from the library altogether when now and again he finds a few moments for study, knowing that only a prolonged period will reveal the desired material.

And with the book in hand how few know how to use it. Surely you have all had occasion to wish that the school taught pupils in the art of study. I sat recently in the library of a great university observing a number of young people, the product of our high schools, as they pursued their studies. In the make-up of most of them the art of concentration seemed entirely lacking. Pages were turned listlessly. Notes were made, passages were read and re-read, positions were shifted. Only for

[7] Library Instruction in Normal Schools. Results of replies to a circular sent out from Newark, N. J. public library. Public libraries, 14:147. 1909.

the briefest periods were minds centered upon the subject in hand. Five minutes of concentrated, consecutive, understanding study will bring better results than will prolonged reaches of time given under such conditions. And these college people, well meaning and ordinarily bright and intelligent are typical of those found the country over. Conditions with high school and grade pupils are even worse. Not interested, you say. They simply do not know how to use books. Is it then the duty of the teacher and the librarian to first instruct readers in this art, or is the time to be given to the mechanics of school keeping and to library routine? Welcome the time when with Elizabeth Barrett Browning

"We gloriously forget ourselves and plunge
Soul forward, headlong, into a book profound,
Impassioned for its beauty and salt of truth—
'Tis then we get the right good from a book."[8]

Every well regulated school of several teachers should have a carefully selected list of books and a librarian to preside over them. This librarian should be a member of the faculty. Every public librarian should possess the instincts of the true teacher. Much of the pupil's time during the first days of school (and here I speak particularly of the last two years of the elementary and the secondary school period) should be spent in the library, or in the recitation room with portions of the library brought to him. Where the school is without a librarian, the public library should furnish a demonstrator. And in any event, all pupils should report to the public library for instruction. They should be taught in groups. The first lesson should acquaint the students in a general way with their library home. They should know each member of the library staff, should visit every room and be told something of the units composing the entire plant. They should know how a book is ordered, how shipped, what happens when it reaches the receiving room, how it is classified, cataloged and shelved. In the beginning, specific books need not be mentioned, but those covering the general subjects in which the particular class is most interested may be located. Subjects overlap and a given book may touch upon a variety of subjects while another may deal distinctly with a narrow phase of a given subject. This the pupils should understand, and thus they may more readily appreciate the basis of classification of books. The main features of the use of the card catalog may be illustrated, together with the value of the subject, author and title index and how to use the cross references. All of this, in simplified fashion, can be given to a class in one or two lessons. And together with the instruction on the use of the library there can be given, here and there, hints on authorship, the value of good books, methods of opening and handling new volumes, the place of good literature and of books as friends. All this will stimulate the class to a better care of books and an increased desire to begin a collection that shall develop into a library.

As opportunity offers, specific details should be presented. Many high school pupils and most children believe their text books contain practically all the information available on a given topic. Indeed, you librarians have still a task in convincing many otherwise excellent teachers that they need go outside the prescribed text book for teaching material. When failing to find a particular reference the boy or girl does not know how to locate other references just as good perhaps; may not even know there are other references in existence. Or, having a subject to investigate, the student may have forgotten the name of the author cited to him. He may know the author and cannot recall the subject or the title. A few minutes spent with a class, working on a typical case, will result in the saving of hours to each pupil during the year. Nothing will tend to draw young people to the library for serious work as will a knowledge on their part of how to use the tools.

Schools and libraries receive my first attention on visiting a city. Continually have I been disappointed on entering a library

[8] Aurora Leigh.

for the first time, either on a search for a particular item, or to study the library organization. Being familiar with the number of the book wanted I may be told it is not in unless upon the shelf where it properly belongs. The library being new to me and my time limited, I may not be able to locate the shelf. Or, putting myself in the position of one who knows nothing of library system, I cannot locate my book even though I have time. In matters of this kind it is the *survival* of the *insistent*. The timid go away mentally starved.

The librarian must show the student how failure to find a given book in its accustomed place is no guarantee it is missing from the library. The book I ask for may simply be misplaced, but the pupil may not realize this; or he may be unable to trace a book so misplaced. A book may have been returned to the library and be lying upon the receiving trucks, or it may be reserved. It may be in the bindery. Just because these matters are not understood, and because of young and old, students and teachers, few know how to trace a subject unless they are in possession of all the data, or how to secure a substitute for a book that is unavailable, they go without. Human nature is much the same in all of us, and what we speak of as "our ignorance" we do not wish to exhibit. We therefore prowl about here and there. We thumb this book and that, make a pretence at interest, and finally take ourselves from the library altogether, thenceforward to rest content with the dictionary and encyclopedia, which by the way, we think we know how to use but probably do not. "The fact that many of those who frequent public libraries are inexperienced, and the still more obvious fact that a vast number of people who do not frequent public libraries, stay outside because they do not know what books to ask for, if they enter, leave a responsibility with the libraries and committees which they cannot escape."[9]

Not only should the public librarian offer instruction to the students who come from the schools, but many librarians will, if called upon, be ready to visit the schools, and there, in the absence of a trained school librarian, give instruction to the classes. Class room demonstrations on the care of books, opening and handling, keeping them unsoiled and sanitary, on the meaning of title, introduction, copyright and dedications, how to use the table of contents or index—these topics can be made of interest and value to the pupils. The making of outlines, abstracts, or briefs, and the working up of a bibliography are of prime importance and should be required of all high school students. The librarian should seek an early opportunity to address the school in assembly. Here can be brought out the necessity for an organic unity between library and school. The pupils and public may be made to understand that to locate and hand out books is the least important part of the librarian's business. The great question is: "What will the library do if the people will permit it to do it?"

As books of reference, our most common, the dictionary and the encyclopaedia are, as previously hinted, very little understood by the average reader. Practically the only use to which the dictionary is put is to give the proper spelling of a word, syllabification, and in all too few cases where the art is understood, of pronunciation. The length of time required for most high school pupils to search out a given word is appalling. They know little or nothing of how to ascertain the various tones or shades of a word; how to get at the meaning through illustration in the context; to weigh the various forms of usage; to search for synonyms or derivations. For the one who knows how to use it to the best advantage, there is more real information in the commonplace dictionary than comes to the ordinary reader from an armful of volumes. It can be easily understood how the Bible, Pilgrim's Progress and the dictionary laid the foundation for a liberal education in the life of Abraham Lincoln.

The particular field and function of the reference books should be pointed out, and here the librarians will again find their first work with the teachers themselves. For

[9] Hill. Responsibility for the public taste. Library, New Series 7. p. 260. 1906.

just as few teachers know how to use the Cumulative index, the Readers' guide to periodical literature, or have the courage to work over public documents or state papers, so there is lost to them much of the wealth contained in manuals, yearbooks, almanacs, hand-books of dates, facts and quotations, The Readers' Hand-books, Adams' Manual of historical literature, and the many general and special bibliographies. Could librarians instruct the rank and file of the teaching profession in the technique of real reference work a new world would be opened to many a teacher. She could accomplish more in less time, and perhaps feel that she could afford to satisfy her desire for general reading for culture.

You will not presume me so narrow as to hold the librarians entirely responsible for shortcomings in our schools, and for all essential instruction in library and book use. But before the teachers can instruct the pupils the teachers must themselves be taught. Before class work opens in the fall the librarian should meet and instruct the teachers. In the elementary school this may be done by grades. In the high school the teachers of a given subject may form a group for instruction, or all may assemble in a body. It is absolutely necessary that teachers be proficient, for from no one can instruction so well come as from the class teachers. Like morals, the use of books and the significance of good literature can best be taught incidentally to the immature mind. While the set lessons of librarians must be in a sense abstract and formal, instruction in class comes in such mannner and at such time as to show direct application to the work in hand.[10]

The teachers should submit to the librarian a list of topics upon which the various classes will be asked to report during the first days of school. Together with each list the teacher should give the titles of books she desires the class to study. No book or reference should be thus suggested with which the teacher is not perfectly familiar. If she desires the librarian to add to this list she should make this known. The reference list should then be posted in the library. Both teacher and librarian must keep in touch with the progress of pupils, and encourage them to add to the lists any desirable references found. This will assist the pupils in working out their bibliographies later in the term.

With this proper understanding between teacher and librarian, the former will not shoulder her responsibilities upon the latter. Nor will the librarian fail to meet the emergency call of the student. If the teacher does not inform herself on what the library has to offer, but simply admonishes the student to "go and ask the librarian," both teacher and librarian lose cast with the student. The teacher is held to be ignorant and the librarian a servant. The process as between school and library must be one of integration. The teacher and librarian must work together. Whether in school or in library we must realize the force of Dr. Harris's remark: "It is our policy rather to develop ability than to give exhaustive information. The printed page is the mighty Alladin's lamp which gives to the meanest citizen the power to lay a spell on time and space."

The teachers and the public librarian must strike bands in the matter of selecting books to be ordered. The librarian should be given extended powers in all matters of administration and then held for results. The board is an advisory body and must have the final word as to funds, but if the judgment of the librarian is not to be taken in the matter of selection of books, having first advised with the teachers, he had best seek a new field. The teachers should keep in touch with tradelist journals, catalogs, publishers' bulletins and review columns. Teachers themselves should keep a bibliography on each subject taught and add to it from time to time. They should work in the library side by side with their students, thus giving to the latter the same zest and enthusiasm as comes to them when their instructors take part in their games and sports. This will tend to relieve the library work of any element of drudgery that might attach to it in the pupil's eyes, did they think it was only for those who had to *recite*.

10 Mendenhall. Library Instruction in Normal Schools. Public libraries. 13. p. 39. 1908.

Librarians frequently remark: "We must order what our patrons demand. The people pay the bills. Our readers call for novels and light literature; they do not call for the other kind." This is in part answered by saying that one reason novel readers patronize the library and other readers do not is because the first find their wants gratified, while the others may not be so fortunate. Students can be made of novel readers, just as a course of treatment will make strong healthy boys out of weak and dissipated ones. Many times a boy may be led to better reading by encouragement and by telling him he is capable of going deeper into his subject than are those about him. The books he is reading are interesting but you have something for him along the same line, only of a better order. Little by little a wrong tendency may be changed. The influence here of the teacher is of the utmost value. To preach a taste for good books and then be found reading trash, robs the teacher's opinion of weight and her advice of force.

Many a library is rich along one line of school work and almost barren of books touching other phases. This will probably be due to the bias of the librarian, or more likely to the fact that some particular teacher requires considerable library work of his students, and little by little, books have been purchased for his department. Naturally, the English and history departments in their various phases make the greatest draft upon the library. But care must be exercised lest the library become top-heavy. All subjects have a strong humanizing side and those who study science or mathematics or industrial or technical education must be made to feel that the library is for them as well. Too frequently we endeavor to force the boy who is mechanically inclined to read poetry or English history and try to turn the attention of his more bookish brother toward natural science and the industries. In this way, we say, we shall make well-rounded students. Librarian and teacher must beware lest the boy, halted in his purpose, stop reading entirely and forsake the library. By suggestion and careful direction the boy may be led where he can never be forced.

That the school and library may integrate still further it has been found advantageous in some localities to organize libraries and schools under one and the same management, or, as elsewhere, to have a member of the board of education a member also of the library board. The librarian may in fact be a member of the school board. The same argument would apply to the desirability of this double representation for library and school, as to playgrounds and schools. The same care shown in planning a school building should be exercised in planning a library, and experts should be intrusted with this work. Lighting, heating, ventilation, location of stacks and shelves, arrangement of rooms, offices and desks—these are matters of the first importance. All of this suggests that from the financial side the advantages of the dual representation are obvious. No question would then arise as to the librarian giving necessary time to the school, and here could be located a branch library presided over by a librarian salaried by the school.

Care should be taken not to duplicate unnecessarily the magazines and periodicals found in the school library and those in the public library. In so far as possible the permanent pictures should also be different. Simple but artistic decoration and finishing should always be secured.

Tactful librarians may be of great service in advising with school authorities and principals as to the location of the school library room. If space is at a premium, as it usually is, the library will likely be found in a dark alcove, or in the basement, or on the third floor, or at one side of a dreary study room. Without exception, the library should occupy the best location in the building. It should preferably be removed from sound of playground or street, and be placed on the first or second floor. It should be sunny and commodious, and unless the school is unwieldy, the study periods should be spent here rather than in a study room. The books should be grouped as to subjects—ancient history, English literature, French, chemistry, geography and the like. The pupil should report for study in the library, and take up

his position in the alcove where the books of his subject are grouped. The librarian or an assistant may thus, without loss of time, know what each student is doing and can lend aid or suggestion. If the book or books needed in a given instance are not available the librarian should know this. The pupil, with proper adjustment between teacher and librarian, may not return to his class unprepared and with the excuse that his book was "not in." The small room library with its selected list to meet the needs of the class from week to week, is essential to good work. However, too great a draft must not be made upon the public library. The subject will determine whether one copy of each of several books or several copies of one should be placed in the class room. It sometimes happens that teachers themselves, thoughtlessly or otherwise, have levied on all the reference books in a given subject and then refuse to accept the explanation from the pupils, that nothing can be found.

And "Let the student be sent to the library early and often; there is no more welcome visitor, but let him be sent upon an errand of dignity. Let the subject be one which will broaden his outlook, increase his store of valuable knowledge and increase his pleasure in the use of good books. Do not, I beg of you, even if he be sent, let him work so long over an allusion in a classic which he is studying that he lose all appreciation of the literature and go away from the library with a distaste instead of a taste for 'the best that has been thought and said in the world.' A teacher fails somewhat if the pupils are not led to books. What use if a child be taught to read if he be not taught what to read and where to get it? The teacher should seek to create an appetite for books, the librarian to gratify the appetite created."[11]

Some of the money used in the purchase of new books could more profitably be spent in issuing a series of bulletins, these in sufficiently large editions to provide students and others interested. Clear, simple, but comprehensive abstracts of books and articles should from time to time appear. Every dollar put into cheap novels, which, when read are out of date and will never again be referred to, would better be devoted to securing additional library assistance and in publishing bulletins. Only in rare instances should a book of fiction or a volume of more pretentious foundation, by an untried author, find place on the library shelves in less than a year from its appearance. The major portion of cheap books would thus never be brought within the library. One authority advises against buying for school libraries, literature less than twenty to twenty five years old.[12] One of the evils of the day is found in the unwholesome novel, the cheap magazine, and the Sunday newspaper. The danger lies not so much in the story itself as in a warped habit of mind soon established in the reader. It is for the teacher and librarian to so analyze the mind of the boy as to properly direct his reading into normal channels.

The children's or juvenile room, if properly conducted, is of the greatest value. Because teachers have their own tasks to perform they can give little assistance here in person. Through counsel and advice they can do much. Story telling and reading to children should have a large place, and hence, to be of the greatest service a sufficient number of assistants or associates must be in attendance here. Our children's rooms in libraries must be modern in method. Stories and readings, given along the line of the school program and school activities, will greatly facilitate the regular teacher's work.

If then the curriculum be crowded and the school system so rigid that no place remains for the humanizing influence of good books, the teacher and the librarian must work the problem out between them. If the pupil's interest lies in statescraft and oratory give him Patrick Henry and Webster and Pitt and Lincoln; if he wishes verse, there is Stevenson and Lowell and Riley and Kipling; if applied science or in-

11 Jewett. The public library and the school problem. Public libraries, 14:119. 1909.

12 Public schools and their libraries. Library, New Series 7. p. 373. 1906.

vention, then Franklin and Fulton and Morse and Edison. For each one, young or old, the library may be "made to talk" if only the teacher and the librarian are wise and tactful. The day of the few books is past, and it is worse than useless to deplore the change from the few well known to the many scanned; but at least some good books revealing the life and times of the great epochs in all countries can be well assimilated. A few books should be well digested. But with our libraries overflowing with richness, with books and newspapers and magazines; with pictures and exhibits and lectures; with museums and concerts and recitals, and all given in the name of education, teachers and librarians have great opportunities and increased responsibilities. They must also pave the way that the pupil may gather the kernel from many books of many kinds, and from these manifold sources, all of which are more or less closely related to the library.

Modern methods of teaching lay more and more stress upon the use of the library as a working laboratory for all departments, a means of supplementing the regular text-book work in the class room by the use of books and illustrative materials so as to give the pupil a broader view of the subject and awaken an interest which may lead to further reading on his own account, to create a love of reading and develop a library habit which will lead him to the best use of the public library after school days are over as well as during his school life. "Through the coöperation of principal, teachers, and librarian, the library may be made the very center of the school work."[13] And if either teacher or librarian is disposed to be impatient or pessimistic or narrow she has but to say with Rizal, "Las ideas no tienen patria"—Ideas have no Fatherland.

The CHAIRMAN: The discussion of municipal civil service as affecting libraries was postponed from the last general session to this. Is there any one who has anything to say on that subject? Mr. Jennings is here and I presume he would like to explain his position a little more thoroughly.

Mr. JENNINGS: From the discussion which followed my paper on Saturday morning, it seems that I failed to make my meaning clear on one important point. The title of the paper was "Municipal civil service as related to libraries" and I thought it was understood that my criticisms were directed at external not at internal civil service. I am convinced that no outside commission should control in any way the library staff. I think we all agree on that.

Two excellent arguments or illustrations have come to my attention during the last two days and I beg to mention them here. The employees of the state Department of Education and the state library at Albany have been chosen for years by the New York state civil service commission. The Commissioner of Education, Dr. Andrew S. Draper, has, however, come at last to the conviction that this system does not secure the best grade of men and women for positions above the grade of clerks and he is seeking either a modification of the system or a complete change that will enable the department to get the best. He finds the need sometimes of persons who do not happen to reside in the state of New York and he desires a method of selection sufficiently elastic to permit the use of judgment on the part of the appointing officer.

The second illustration is the story of a town in the middle West, the name of which I am not at liberty to mention. The library board in this town decided that the library needed a change of librarians and presented their views as delicately as possible to the person who was then librarian. She declined to resign and appealed to the Civil Service Commission and to the mayor. Her appeal was sustained. Now, the library trustees in that town, as in all other towns, were appointed to control the library and manage its affairs. Their first and chief duty, I take it, was to select a competent librarian. Civil service took this power from them and the librarian still retains her position.

[13] Hall. What the librarian may do for the high school. Library journal. 34:154. 1909.

The CHAIRMAN: We are very much obliged to Mr. Jennings for showing us a little further light. Is there anyone else in the room who wishes to speak on this subject? If not, the time has arrived when we ought to adjourn and I now declare this session closed.

Adjourned.

FOURTH GENERAL SESSION

(Shakespeare Club, Tuesday, May 23, 9:30 a. m.)

(Mr. A. E. Bostwick, presiding.)

The CHAIRMAN: When a serious problem comes up for consideration, it can be treated in different ways. Some people avoid it, others deny that there is any problem and others admit that there is a problem, but say that it is insoluble, and still others investigate it seriously and bring out at least something worth while. Those of you who listened to Mr. Chivers' paper at Bretton Woods know he has seriously investigated the question of bookbinding. I now have the pleasure of introducing Mr. CEDRIC CHIVERS of Brooklyn.

MATERIALS AND METHODS IN BOOKBINDING

(Supplementary to Bretton Woods Exhibit.)

Speaking of the behavior of books in public libraries, as issued by the publishers, the report of the Binding Committee of the American library association says:

"Cloth-bound books must be withdrawn from circulation and sent to the bindery when they have been in the hands of less than twenty readers. Larger books of travel, history, etc., can seldom be used more than ten times before being rebound, and it is not uncommon to have them torn from their covers before being in the hands of five readers."

It is a matter of concern that we should recognize the seriousness of such a statement as this, and it is our business to remedy such a condition of things if we can.

We recently learned in investigating the qualities of paper of which modern books are composed, that they differ very greatly in so many ways and in such degree as is set forth in Fig. 1. These variations occur in ordinary books, having deleted all the books of extraordinary sizes and qualities, either of the poor or excellent varieties:

6½"x 4¾" will not be recognized as too small a book, and 10¼"x 8" will be recognized as not too large a book.

Books of less weight than ¾ lbs. and greater weight than 5¼ lbs. may be discovered in a library.

Thinner paper than 2.5M. and thicker than 13.25M. may be found.

Tensile strength so slight that the ordinary machines would not record it, and again paper so stout as greatly to exceed 20 lbs. to the inch, occur in every library of any considerable size.

There are also sections thinner and thicker than those recorded on the accompanying diagram.

It may, therefore, be taken that the variations of quality and condition here shown are such as have to be dealt with in the everyday handling of books in a lending library.

It has been shown that previous to 1890 papers in vital respects were more nearly alike and were stronger by more than 50 per cent than those used to-day. Indeed, the comparison is as 8 to 3. There has been little effort made, except in one or two directions, to deal with these alterations in the qualities of books as far as their binding is concerned. Librarians and bookbinders are fully aware of the far greater use to which books are subject in the public library over the use they would get in the case of the private purchaser. We see clearly that the binding which would hold in the one case is totally inadequate for the other.

The cord holding the smaller weight in Fig. II is seen to be too slight to hold the larger weight. Yet this illustrates the state of the case as between the private use of a book and the public use of a book, with the additional disadvantage that owing to the deterioration of paper the bind-

ing represented by the cord has been weakened.

The improved methods which we recommended for dealing with the different classes of paper of which we had become cognizant, implied the use of the most appropriate materials for binding and covering books. An examination of the more important of these is the matter in hand.

Testing the various materials used for covering the books, we find, as we would expect, considerable difference between the breaking strain in the direction of the warp and the strain suffered by the woof, and on Fig. III is given the results of a number of such tests. It will be seen that the ordinary edition cloth, chiefly used in publishers' bindings, suffers a strain in the warp of 25 and in the woof of only 10 lbs. to the half-inch. With stouter library cloth the difference is even larger, being 30 for the warp and 10 for the woof.

A practical suggestion is here made—that if the cloth were used so that the warp should run across the book rather than up and down the cover, a certain amount of strength would be added to the binding. It would not be as much as the difference between the two strains, because attrition and friction would be the same, but considerable additional strength would be obtained. An objection to using the cloth in this way would be urged, that the pattern or design, when it is not an all-over and even one will be found in the direction of the warp, and it is supposed aesthetically to be of more importance that such a pattern should be up and down the book and not across it. This may even on aesthetic grounds be an arguable point, but as a constructive advantage it would seem wise to adopt the suggestion to use the cloth in the strongest way of the threads.

Fig. IV gives the result of testing a number of materials one inch wide, used in bookbinding for end paper lining, plate lining, jointing, etc. These again show the variation of strength value in the warp and woof. It would be evident that in the use of these materials, advantage should be taken of the stronger way of the warp, and use it in the line of strain.

Figs. V, VI, VII show the warp and woof of several kinds of cloth photomicrographed to 56 diameters. They have been prepared in order to visualize the difference between the warp and the woof, which they there clearly do, but are of little importance or advantage to our inquiry, other than as illustrating this one point. It may be of a little interest to observe the penetration of the coloring matter in the case of the thinner face cloth, and the partial permeation with the thicker qualities.

We now come to the consideration of the mechanical values of leather, the subject being of much more importance than that of dealing with cotton or linen materials. Leather has qualities which no other materials possess in adaptability to the binding and covering of books, because if wisely chosen, it is of far greater variety in thickness, softness, pliability, tenacity of adhesion and strength, being capable of adaptation to the exceedingly varied conditions which our diagrams illustrate modern books to exhibit.

The Royal Society of Arts of England appointed a committee in 1901 to discover the reasons for the decay observed with modern leathers, and their very valuable report dealt exhaustively with the phase of the subject they undertook to consider. Some amplification of their inquiry appears to be necessary along the lines we are now pursuing, for supposing leather to be properly tanned and dyed in the manner the report specifies, it is still desirable to know which leathers supply the best mechanical qualities, as above indicated.

Apart from the actual wearing of the leather in use, which it is impossible to follow for the purpose of testing, we may subject leather to tearing and breaking strains, and obtain some useful data of value. The tearing strain is ascertained in the fashion depicted by Fig. VIII.

Fig. IX represents a skin of leather. A, B and C represent pieces of leather cut for the purposes of testing in different directions of the skin, A diagonally across the shoulder, B horizontally across the back, C vertically to the back. There is a grain with skins, but not so distinct as

with artificial materials, and a further test of breaking strain along the lines of A and B will demonstrate this. We have then a test with a piece cut as with C, with another as with B, and a third as A diagonally across the skin.

In Fig. X we have set out the result of testing a number of different kinds of skins. First the thickness in thousandths of an inch is given, then the tearing strain in pounds. The strength ratio is shown and the order of value of the skins compared with each other.

The first leather given, Niger leather unpared, with the total thickness of 190, suffers a tearing strain of 189 lbs., with a strength ratio of .99. If this be taken as a standard one may readily appreciate the values of leathers in respect to their tearing strains. It is a valuable coincidence that the best leather gives a tearing strain of one pound for a thousandth of an inch in thickness, as it facilitates comparisons. An examination of these figures will be instructive.

Our experiences are ratified with the skins of poor quality. Their lives being short, we had become cognizant of their failure, but our interest is aroused by the results given of the more costly and the leathers of greater repute. We were prepared from our practical experience to see that the calf leather should be demonstrated to be very weak, the strength ratio being .21, and the order of value to be 18 in the list given, but it must be viewed with some alarm to discover that French levant morocco should show a strength ratio of .40, and to offer for a thickness of 242 thousandths a tearing strain of only 97 lbs. This is against Niger morocco 190 thousandths to 189 lbs. It arouses the reflection that in the effort to obtain the colors and brightness required with modern bookbinding, much of the strength and nature of the morocco has been destroyed.

The leathers in the upper part of the table have been chosen with care, and the moroccos 7 and 5 and pigskins 6 and 12 have been prepared under the specification of the Society of Arts.

The leathers under the title of odd pieces, were collected from a small bookbinder's shop where library books had not been bound. In other words, no effort had been made to obtain the best leather of the different sorts. The results are seen to be bad.

The deterioration of levant morocco is a matter to be viewed with alarm. The order of value of one piece is 7, with a strength ratio of .63, while for another, the order of value is 16, and the strength ratio is only .29. These pieces of leather are similar in color, and were purchased from the same firm, but the poorer quality had been in house some fifteen years, showing a very serious deterioration.

The high value which is shown by the Niger leathers is not a little surprising when it is remembered that these leathers have been tanned by uncivilized natives. The figures have been submitted to Mr. Seymour Jones, who was a member of the committee appointed by the Society of Arts above mentioned, and the following valuable letter has been received, dealing with the subject from the point of view of an expert:

"The breaking strains, as given in yours of the 5th, go to confirm my work in the same direction, and all I have written or spoken on the subject. Two anomalies would appear to require explanation. Levant 87 M. thick breaks at 36 lbs. Again, a piece 55 M. breaks at 35 lbs. Both, I assume, are unpared. You will find that substance, as it increases, does not carry with it a corresponding increase in strength, that is, strength in proportion to substance increases at a decreasing ratio. This is due to the fact that as age creeps on the number of fibres do not increase, but do increase in thickness and some muscular strength, but later not proportionately. Examples: a rope made of 6 strands of ¼" thick is not as strong as a rope made of 12 strands and ¼" thick in diameter. The more fibres to a given area, so is the increase in strength proportionately. Hence if you have a piece of leather 2" square and 87 M. thick, and assume you have 1,000,000 fibres, it will not have a breaking strain equal to a 2" say 45 M.

thick and containing 1,500,000 fibres. The second anomaly, namely, why does levant pared to 47 M. break at 22, and Niger pared to 32 M. break at 33? The explanation rests entirely upon two factors:

1. Levant contains from 40 to 50 per cent of tan, which implies over-tanning, whereas Niger contains about 27 per cent of tan.

2. The levant has been robbed of its natural nourishing fat prior to tan. The small amount of fat in Niger has been left in. If the levant contains grease, and still has a lower tearing factor, it follows that the displaced natural fats have not been properly replaced to insure absorption by the fibres as in life. The Nigerian tanner in his so-called ignorance, has been working along the lines of least resistance, allowing atmospheric conditions, temperature and time to operate, with results which give a higher satisfactory result than can be obtained under civilized conditions. In fact, we have much to relearn, but unfortunately the civilized tanner thinks he knows better. I do not know of any skin on the market at the present time which possesses the qualities appertaining to longevity, withstanding attrition, etc., as is possessed by those tanned in Nigeria, and now known as Niger skins. I am of the opinion that of the bookbinding skins on sale, the Niger skins are the most suitable and meet all the demands made by the Society of Arts report. Upon that point I have no hesitation in expressing that opinion."

It must be borne in mind that the figures here given deal with only one quality of the leathers under consideration, that is, their strength in resisting the tearing strain. Other important qualities are necessary. This may be illustrated by referring to the hand-grained Persian goat, whose order of value is 10, and whose strength ratio is .52 in tearing strain. This leather has been subjected to the following criticism by the Society of Arts Committee, and we may therefore expect to discover very different results after two or three years' use in the library. The report says: "The Persian tanned goat skins are extremely bad. Books bound in this material are shown to have become unfit for use in less than twelve months after binding." This doubtless because of bad tanning, the results of which are not immediately apparent.

The breaking strain of various leathers is arrived at by taking strips in the way depicted in Fig. IX, A and B. These will be found set out on Fig. XI, first the thickness, then the breaking strain, the strength ratio follows and its order of value.

In a general manner the tests for breaking coincide with the "tearing" tests, and become together valuable as giving data of the comparative mechanical strength of leathers. It is necessary always that this strength should be allied with good tanning and dyeing, in order to obtain the full advantages required.

This short inquiry has already shown the necessity for constant watchfulness in the selection of leathers for books requiring to be protected either for extra hard usage or for a very long life.

Until these tests were undertaken we have always assumed that the higher priced French levant moroccos were above any reproach, except that of their cost, but it is here demonstrated that they are not reliable, and that the native tanned skins of Africa are greatly their superior in both respects of strength and probable longevity.

Are we therefore to select from the open market Niger leather when it is required for either of these two purposes—of strength and longevity—for the binding of books?

The following experiment will show the danger of trusting with any confidence to the commercial use of the word "Niger." Leathers purporting to be Niger leather and to have the wearing qualities which have already become known in the trade, were recently offered for sale and were subjected to chemical and mechanial tests. The results showed that in one case the leather was decidedly not Nigerian, and in the other that if it were Nigerian it had been so abused in its tanning and dyeing treatment as to destroy its distinguishing merits.

The mechanical tests show the results

depicted upon Fig. XII. While real Nigerian leather shows a tearing strain of 189 to a thickness of 190, the leather offered as Nigerian leather and now under question showed for a thickness of 88 a tearing strain of only 27. In other words, real Nigerian leather showed three times the strength of the imitation.

This demonstrates either one of two cases: the leather, which we will call "Imitation," could not have been Nigerian leather at all, or it had become partially destroyed in fitting it for the market. The grain was evidently plated, the color far too even and the skin too perfect in appearance to be real Nigerian leather. A breakdown in use would occur indubitably where strength would be required, and should the leather be used for books requiring to give long service, its treachery would become presently more apparent and disastrous. If the leather were real Nigerian and had been dealt with so that two-thirds of its original strength would be lost, other results of premature decay would most certainly follow. It is, therefore, apparent that care and inquiry must be made by librarians who intend to have their books properly bound and covered.

The importance of using the best of leathers for the binding of books cannot be overestimated. These are not necessarily high in price if fine finish is dispensed with.

There is no material existing which can be compared with leather for lining or binding the backs of books.

It is the only thing we know of which, with its many qualities of thickness, pliability, strength and tenacious adhesiveness, is at all adapted to the varying qualities of modern books.

Fig. I shows how many varieties there are, and a calculation from these data or the experience of any librarian or bookbinder will tell of many hundreds of kinds of books.

The range of appropriate materials when leather is not used is woefully short, and in no case can any of them be used for the linings of the backs of books; their effectiveness is limited to their service as covering materials only. Leather answers both purposes of covering and lining or binding the back.

The statement in Fig. XIII will illustrate this point. While the books themselves have a very wide range of inconstancy, the materials at the disposal of the machine binder, as distinguished from the leather binder are, as seen, very limited.

In cloth, endpapers, linings, etc., as here set out, the qualities are very few. The case is totally different with leather. A careful and informed binder is able to obtain such a range of qualities in leather as enable him appropriately and effectively to deal with the hundreds and more variations of modern books.

Much has recently been written of machine sewing and its value for library books, but machine sewing can be used only by sewing through the fold, and it has been demonstrated that with 7,000 different books published during the last three years, only 400 of them were of good enough quality to allow of being sewed through.

All the other 6,600 books were of paper so bad that the act of folding deprived the paper of 50 per cent of its strength, while its original strength showed a deterioration of more than 50 per cent over that in common use twenty years ago.

Nearly all modern books must be handsewed in order to give reasonable service, and they must be bound and covered with pliable, tough and chemically pure leather to insure long life.

The librarian who is interested enough to give the subject a little time and attention, may obtain both these qualities for the books under his charge, and this at no greater cost than is often incurred for unreliable work and materials.

Mr. HILL: Mr. Chivers showed us a piece of levant morocco, a piece which had been in use fifteen years, and I wonder if he has a piece of pig skin for comparison in the same way.

Mr. CHIVERS: No, I have not, but I can tell you about the pig skin. I was chiefly instrumental, twenty-five years ago, in bringing pig skin on the market. Pig skin is only the grandson of hog skin. I never

DIFFERENCES IN
THE PHYSICAL QUALITIES
OF
ORDINARY LIBRARY BOOKS

SIZES $6\frac{1}{2} \times 4\frac{3}{4}$ to $10\frac{1}{4} \times 8$		
WEIGHT $\frac{3}{4}$lb to $5\frac{1}{4}$lbs		
VARYING THICKNESS OF PAPER 2·5M to 13·25M		
TENSILE STRENGTH OF PAPER, FOLDED READY FOR BINDING 1·3 to 20		
THICKNESS OF SECTIONS 13 to 73		

Fig. I

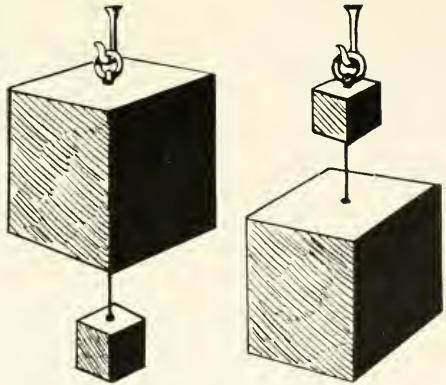


Fig. II

CLOTHS TESTED FOR BREAKING STRAIN

SIZE OF PIECE TESTED $7\frac{7}{8}$ inch x $1\frac{1}{8}$ inch

MATERIAL	BREAKING STRAIN			PRICE PER YARD
	WARP	WOOF	MEAN	
Vellum Buckram	70	43	56·5	41c
Ditto	66	42	54	34c
Ditto	63	30	46·5	11c
Ditto	55	38	46·5	41c
Art Buckram (all linen)	83	44	63·5	41c
Canvas Buckram	42	15	28·5	28c
Ditto	39	26	32·5	28c
H. Cloth	65	29	47	25c
Unglazed Buckram	68	40	54	41c
Library Cloth	55	39	47	34c
Ditto	30	10	20	21c
All Linen	48	35	41·5	34c
Durabline (thick)	68	30	49	1·07c (Extra Wide)
Ditto (thin)	45	18	31·5	44c
Editions Cloth	25	10	17·5	20c

LININGS TESTED FOR BREAKING CHAINS

SIZE OF PIECE TESTED 7⅞ inch x 1 inch

MATERIAL	BREAKING STRAIN			PRICE PER YARD
	WARP	WOOF	MEAN	
Silkette (Sleeve Lining)	41	22	31·5	27c
Ditto	31	15	23	26c
Taffetine	25	14	19·5	31c
Jaconet	31	12	21·5	15c
Ditto	25	17	21	15c
Ditto	18	15	16·5	14c
Ditto	10	8	9	14c
Linen	35	25	30	73c
Ditto	55	28	41·5	52c
Ditto	40	21	30·5	38c
Linenette	32	22	27	16c
Ditto	29	18	23·5	16c
Cambric	31	10	20·5	12c
Ditto	24	13	18·5	10c
Holland	33	27	30	24c
Glove Lining	32	18	25	16c

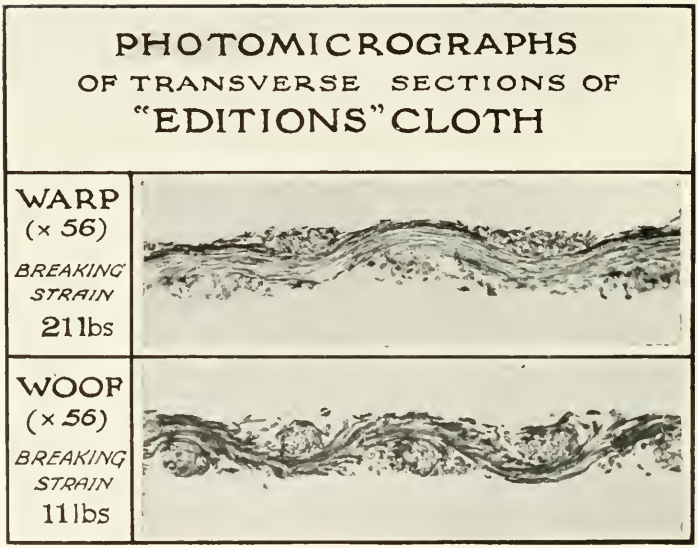

PHOTOMICROGRAPHS
OF TRANSVERSE SECTIONS OF
"EDITIONS" CLOTH
WARP
(× 56)
BREAKING
STRAIN
21 lbs
WOOF
(× 56)
BREAKING
STRAIN
11 lbs

Fig. V

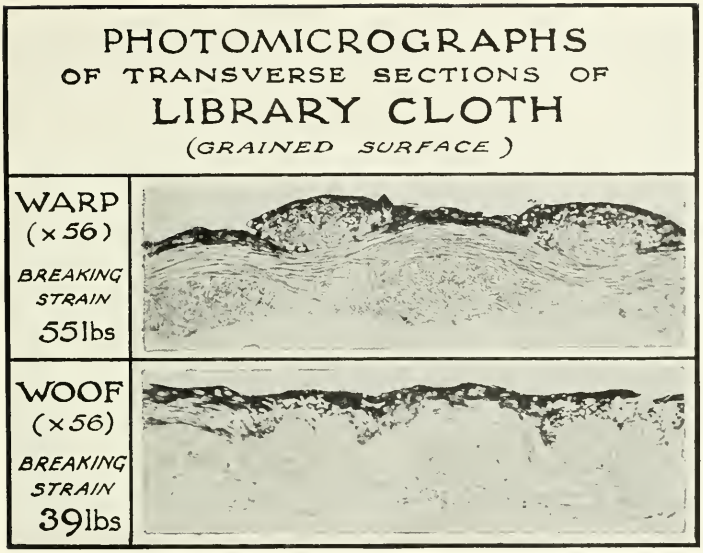
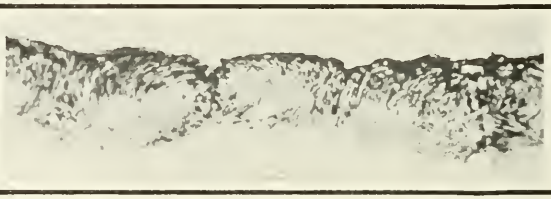

PHOTOMICROGRAPHS
OF TRANSVERSE SECTIONS OF
LIBRARY CLOTH
(GRAINED SURFACE)
WARP
(×56)
BREAKING
STRAIN
55lbs
WOOF
(×56)
BREAKING
STRAIN
39lbs

Fig VI

PHOTOMICROGRAPHS
OF TRANSVERSE SECTIONS OF
LIBRARY CLOTH
(SMOOTH SURFACE)

WARP
(×56)
BREAKING
STRAIN
60 lbs



WOOF
(×56)
BREAKING
STRAIN
40 lbs

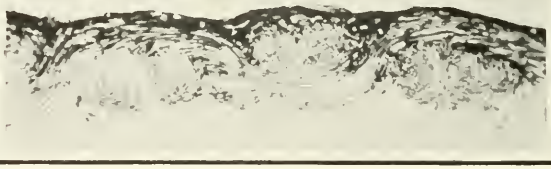


Fig. VII

Fig. VIII

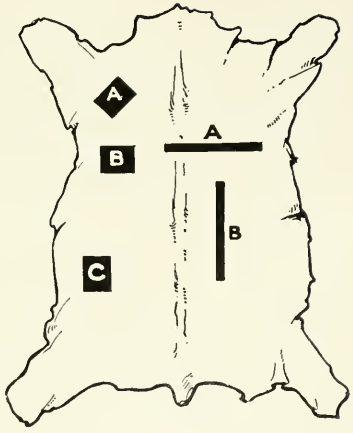


Fig. IX

TEARING STRAINS OF VARIOUS LEATHERS

SIZE OF PIECE TESTED 2½ inch x 1¾ inch

Ref. No.	LEATHER TESTED	Thickness in 1000th of in.				Tearing Strain in lbs.				Strength Ratio	Order of Value
		A	B	C	Total	A	B	C	Total		
9	Niger Leather(un-pared)	70	65	55	190	63	81	45	189	·99	2
2	Niger Leather (goat)	45	40	39	124	31	40	32	103	·83	4
—	" " (sheep)	40	40	36	116	36	41	35	112	·96	3
—	" " (pared)	32	33	33	98	33	21	20	74	·75	5
1	Soft Niger Leather	21	21	20	62	16	16	12	44	·70	6
11	Imitation Niger Leather	29	29	30	88	9	7	11	27	·30	15
—	Ditto	29	29	29	87	10	11	10	31	·35	14
—	Thick Levant (un-pared)	87	80	75	242	36	24	37	97	·40	13
3	Levant Morocco	50	55	50	155	20	21	22	63	·40	13
14	Ditto	45	48	45	98	10	10	9	29	·29	16
10	Ditto	55	50	50	155	35	35	28	98	·63	7
7	Morocco (thick)	70	57	55	182	29	21	23	73	·40	13
5	Morocco (thin)	37	37	39	113	15	16	19	50	·44	11
13	Hard Grain'd Persian Goat	31	32	34	97	19	20	12	51	·52	10
6	Pigskin	36	34	32	102	14	18	11	43	·42	12
12	Pigskin	33	30	30	93	26	13	15	54	·58	8
—	Seal	40	45	36	121	23	23	20	66	·54	9
8	Roan	22	22	23	67	20	15	12	47	·70	6
—	Cowhide	23	25	18	66	5	5	4½	14½	·21	18
—	Cowhide	12	12	12	36	4	2¾	2½	9¼	·25	17
4	Calf	25	23	32	80	6	5	6½	17½	.21	18
—	Vellum	10	10	18	38	11	14	20	45	1·18	1

ODD PIECES OF BOOKBINDERS' LEATHERS TESTED

	Morocco	34	—	—	34	12	—	—	12	35	
	Ditto	35	—	—	35	20	—	—	20	·57	
	Ditto	31	—	—	31	16	—	—	16	·51	
	Ditto	23	—	—	23	6	—	—	6	·26	
	Law Sheep	38	—	—	38	6	—	—	6	·15	
	Cowhide	28	—	—	28	5	—	—	5	·17	
	Ditto	33	—	—	33	7	—	—	7	·21	

Fig. X

BREAKING STRAINS OF VARIOUS LEATHERS

SIZE OF PIECE TESTED 7⅞ x ½ inch

Ref. No.	LEATHER TESTED.	Thickness thousandths of in.			Breaking Strain in lbs.			Strength Ratio.	Order of Value.
		A	B	Total	A	B	Total		
9	Niger Leather	60	52	112	61	111	172	1·53	2
2	Niger Leather (Goat)	43	40	83	73	92	165	1·98	1
1	Soft Niger Leather	21	21	42	21	28	49	1·16	4
11	Imitation Niger Leather	30	30	60	31	22	53	·88	7
3	Levant Morocco	63	65	128	62	75	137	1·07	5
14	Levant Morocco	45	48½	93½	18	28	46	·49	12
10	Levant Morocco	56	52	108	32	33	65	·60	11
7	Morocco (thick)	64	50	114	34	35	69	·60	11
5	Morocco (thin)	40	46½	86½	30	32	62	·71	10
13	Hard Grained Persian Goat	32½	32½	65	25	35	60	·92	6
6	Pigskin	34	37½	71½	43	53	96	1·34	3
12	Pigskin	32½	30	62½	25	28	53	·84	8
8	Roan	27	24	51	20	18	38	·74	9
4	Calf	24½	25	49½	6	8	14	·28	13

Fig. XI

IMITATION (SOLD AS REAL)
NIGERIAN LEATHER

	THICKNESS	TEARING STRAIN
A	29	9
B	29	7
C	30	11
	88	27

	THICKNESS	TEARING STRAIN
A	29	10
B	29	11
C	29	10
	87	31

NIGERIAN LEATHER

THIN

	THICKNESS	TEARING STRAIN
A	21	16
B	21	16
C	20	12
	62	44

THICK

	THICKNESS	TEARING STRAIN
A	70	63
B	65	81
C	55	45
	190	189

Fig. XII

NEARLY CONSTANTS	PRACTICAL VARIANTS	INCONSTANTS
QUALITY OF BINDING		*QUALITY OF BOOKS*
Quality of cloth . .	. 3 Values	THICKNESS OF PAPERS { VARIES FROM 2·5 TO 13·25
,, Machine sewing .	. 2 ,,	STRENGTH OF PAPERS { VARIES FROM 2 lbs TO 16 lbs
,, Boards	. 3 ,,	THICKNESS OF SECTIONS { VARIES FROM 1 TO 6
,, Thread	. 3 ,,	SIZE OF BOOK { VARIES FROM $6\frac{1}{2}\times4\frac{3}{4}$ TO $10\frac{1}{2}\times8$ OR 30×84 SQ. INS
,, Mulls, sapers and Linings	. 4 ,,	WEIGHT OF BOOK { VARIES FROM $\frac{3}{4}$ lb TO $5\frac{1}{4}$ lbs
,, Tapes and strings .	. 3 ,,	
,, End-papers . . .	. 2 ,,	
Attachment of book to cover.		

Fig. XIII

would allow it to be called hog skin. Some of the manufacturers wanted to call it that, but I would not permit it. It would be a case of living on the reputation of its ancient relatives. This pig skin was sent from Chicago, but it was never used generally. At any rate, it was used more largely for library purposes than anything else. And the leather never was allowed to be treated as sheep and these other leathers which show signs of deterioration. I don't believe pig skin is as good a leather as sheep. Pig skin has really been kept out of the competitive market and the result is very good.

The CHAIRMAN: The subject is an interesting one, but there is hardly time to pursue it further, and we will now proceed to the regular business of the day and hear the report of the Committee to confer with the publishers of newspapers on the deterioration of newspaper paper, Mr. Frank P. Hill, of the Brooklyn public library, Chairman.

Mr. HILL: Mr. President, the Committee appointed to confer with the publishers on the deterioration of newspaper paper, consists of Messrs. Wadlin, of Boston, Chivers and Hill of Brooklyn. Notice of the appointment of this Committee was received by the members so late as to make it impossible to present a satisfactory report at this meeting. Mr. Chivers has made a large number of experiments with newspaper paper and the Committee has made arrangements with a number of the publishers in New York to meet in conference some time in the fall. Therefore, all I can do now is to make a report of progress and request a continuance of the Committee.

Mr. ANDREWS: Mr. Chairman, perhaps Mr. Hill could say if they have made any further experiments in the strengthening of paper. Mr. Chivers alluded to the use of cellit. Is that the same as the German solution which we heard about at Brettou Woods?

Mr. HILL: Mr. President, it is similar, but the members of the Committee feel they would prefer not to make a partial report at this time, because it would be more satisfactory to complete the experiments which Mr. Chivers has already begun, rather than make the report piecemeal.

The CHAIRMAN: The report will be received. I suppose that the Executive Board will continue the Committee.

I am sure that you do not wish me to introduce President Benjamin Ide Wheeler, of the University of California, in a long speech. That is not necessary. You all know him and I am sure it is your wish that he should proceed as soon as possible to the address. I therefore have pleasure in introducing President BENJAMIN IDE WHEELER, of the University of California.

(President Wheeler spoke on the attitude librarians should hold toward the work of their profession, but as his remarks were entirely extempore he has requested that they be not published.)

The CHAIRMAN: We thank President Wheeler for his charming address, which I am very certain will help many of us to realize that we are emerging. I would venture the assertion that some of us had gotten our heads above water and stretched out our arms and were preparing to strike out vigorously for the professional shore.

Some one said yesterday that California seemed to be a composite photograph of the United States. We meet people from all sections of the country and we find the conditions of many sections reproduced here. Especially is this true of the educational institutions of California, not only of the state university, of which Dr. Benjamin Ide Wheeler is president, but also of Leland Stanford University. We have here in Pasadena a most admirable institution, the Throop Polytechnic Institute, and the head and guiding soul of that institution is President J. A. B. SCHERER, whom we are to have the pleasure of hearing now.

BOOKS AND THE EFFICIENT LIFE

Efficiency is the ability to get profitable results with a minimum of friction and waste. Everybody is in favor of efficiency

except Mr. Gilbert K. Chesterton, that strange quadrangular contemporary reincarnation of Samuel Johnson, Thomas Carlyle, Protagoras, and Thomas à Kempis. "There is nothing that fails like success," says this paradoxical Jovian sophist; and again the medieval mystic in him exclaims, disdaining our modern efficiency: "I will lift up my eyes to the hills, from whence cometh my help; but I will not lift up my carcass to the hills, unless it is absolutely necessary."

In spite of Mr. Chesterton, the slogan of modern educational theory is efficiency. The latest and very good word on the subject points out that "predigested education and printer's ink will not produce successful and virile men. In the school of to-morrow it will be boys more than books, and living more than letters." The new school "will make for the health of the body—fresh air, wholesome food, adequate exercise, and manly work; it will make for the health of the mind—sanity, alertness and reliability; it will make for the health of the spirit—habits of social justice and expressions of divine truth. Furthermore, it will direct its youth into the paths of industrial efficiency and world service."

I suppose that half of the reason why this particular subject was assigned to me is the fact that I happen to be president of one of those schools that confessedly stand for industrial efficiency—"one of those schools," as Mr. Roosevelt said when he spoke for us on the twenty-first of March, "the development of which has meant more for the permanent efficiency of Germany in the modern European world than any other one thing." And I suppose that the other half of the reason why I am asked to discuss the subject, "Books and the Efficient Life," is because the trustees of this new technical college, being resolved that it should not be too technical, called to its presidency a man who knows no more of technical engineering than the traditional pig (who was probably a college president among the pigs) knew about holiday.

It is a part of our creed and curriculum, our preachment and practice, at Throop Polytechnic Institute, that books and the efficient life should go together—the boys are getting it drilled into them, I hope, every day. Of course I do not mean text-books—these are but tools for the teacher; but the great books, of the stuff that make verities; books of the sort that charmed Gilbert de la Porrée in the twelfth century into his now famous rhapsody:

"I sit here with no company but books, dipping into dainty honeycombs of literature. All minds in the world's history find their focus in a library. . . Never was such an army mustered as I have here. No general ever had such soldiers as I have. No kingdom ever had such illustrious subjects as mine, or half as well governed. I can put my haughtiest subjects up or down, as it pleases me. I call 'Plato,' and he answers 'Here'—a noble and sturdy soldier. 'Aristotle,' 'Here'—a host in himself. 'Demosthenes,' 'Cicero,' 'Cæsar,' 'Tacitus,' 'Pliny'—'Here!' they answer, and they smile at me in their immortality of youth."

The supreme example and illustration of the influence of a few great books on an efficient life is of course the modern instance of Lincoln—doubly impressive because his life was so singularly efficient and the books that moulded him were so great and so few. Mr. Herbert Croly, in "The Promise of American Life," says:

"With the sound instinct of a well-balanced intelligence, Lincoln seized upon the three available books, the earnest study of which might best help to develop harmoniously a strong and many-sided intelligence. He seized, that is, upon the Bible, Shakespeare, and Euclid."

The assiduous study of Euclid made Lincoln an intellectual rail-splitter. He used to lie abed at nights in the inns on his law circuit and split Euclid's rails by the light of a tallow dip. Shakespeare, that "priest to us all of the wonder and bloom of the world," broadened and deepened his very human sensibilities; while "the grand simplicities of the Bible" nourished and directed his will. His life was supremely efficient because it was harmonious and

full. He was not a typically intellectual man, nor a dominantly emotional man, nor yet an indomitably practical man; he was better than any of these: he was a man. He "saw life steadily and saw it whole"—and his great books exactly helped him to this wholesome ease of the spirit, this rounded efficiency of character.

The chief need of the merely efficient man is character. Books help to give him that, if wisely chosen and properly digested. Among the elements of character, for example, is a reasonable modesty; a sense of proportion and relative values, to keep a man from making a fool of himself by thinking of himself more highly than he ought to think. Now, one of the dangers of the merely efficient man, who has not read the great books, is his danger of coming to the pass when he will have to carry a shoe-spoon around with him to put his hat on with. Your merely efficient man is liable to be worried with the never-absent notion that he has got to be proving all the time that he is just as good a man as you are, and probably a little bit better. Owen Wister hits it off neatly as one of our national traits:

"We cannot seem to let ourselves alone; we must talk when there is nothing to say; we must joke—especially we must joke—when there is no need for it, and when nobody asked to be entertained. This is the nervousness of democracy; we are uncertain if the other man thinks we are 'as good' as he is; therefore we must prove that we are, at first sight, by some sort of performance."

The most grotesquely humorous performance of this sort that has ever come under my notice is itself in the shape of a book—O books! what crimes are committed in your name!—printed by a merely efficient man for the apparent purpose of declaring that he is a great deal smarter than any of those who ordinarily write books or read books or teach books. He is a highly efficient person, he is even a "captain of industry," with a store of industriously acquired technical knowledge, although he is not, thank Mercury, the product of a technical school—being a self-made man who worships his creator every day. The book is deliciously humorous, but naïvely, unconsciously so. My point is, that if the author (whose name might be Crœsus Malvolio, but isn't) had ever read half a dozen great books in his life, he would never have thought of writing this one; they would mercifully have saved him from writing himself down, as it were, in this ludicrous attempt to demonstrate that a man may be a very great and important personage indeed without an iota of education or culture.

In the presence of the great books the fool is silent and the knave afraid. Upon him who snubs their noble company they may wreak a terrible revenge.

There is a single writer of whose works even a cursory knowledge will prevent the twentieth-century enthusiast from the flamboyancy of ignorant pride. He lived four hundred years before Christ, yet he wrote what Professor Paul Shorey calls "a book of tomorrow." "The division of labor, specialization, the limitation of the right of private property, the industrial and political equality of women, the improvement of the human breed by artificial selection, the omnipotence of public opinion, the reform of the letter of the creeds to save their spirit, the proscription of unwholesome art and literature, the reorganization of education, the kindergarten method, the endowment of research, the application of the higher mathematics to astronomy and physics—such are some of the divinations, the modernisms, of that wonderful work," The Republic of Plato: to say nothing of its brilliant and compelling poetry.

The great books implant modesty in the efficient man, and they also ripen his tolerance into a positive broad generosity. He has thought of the medieval ages as unrelievedly dark; but an essay like that of Frederic Harrison's shows him that the thirteenth century was only a little less wonderful than the nineteenth, while Storrs's Bernard of Clairvaux lights the "dark ages" with beacons. His wholesale contempt for paganism may be tempered

by another American historical writer, Mr. James Freeman Clarke, while his ignorant "jingoism" may get its antidote in Goldwin Smith's political history of this country, and his patriotism be illuminated by a reading of Alexis de Tocqueville and Bryce. Should he be Southern, he will read the letters and addresses of Lincoln; or Northern, the recollections and letters of Lee. In either case he will be a better American. A history of philosophy will relieve him from the bigotry of science and from a cheap contempt for pure speculation. A dipping into the red-blooded heroic life of Martin Luther will teach him that the German Reformation was worth while, although he read of it in the balanced pages of Mr. Lilly, as well as in the bludgeon chapters of Carlyle. When discussing the universal hope of immortality he will not affect to forget the testimony of Jesus Christ, as the Ingersoll lecturers have done; broad minded enough to revere the great pagans, he will be brave enough to acknowledge Christianity as a historic fact of considerable importance, to say the least. From Japan and China he may learn that a genuine civilization may be built upon totally different architectural plans from those employed by the Occident, and he will acquire a new and healthy respect for old Asia. There is nothing more awakening and stimulating to a dormant sense of catholicity than this—to make for oneself the intellectual discovery of Asia.

"Then felt I like some watcher of the skies
When a new planet swims into his ken;
Or like stout Cortez when with eagle eyes
He stared at the Pacific . . .
Silent, upon a peak in Darien."

The great books, while enlarging the scope of the sympathies, also deepen and enrich them. Such books not only teach a man to respect other nations and ages—they do what is better; they help him to know men. To the efficient man nothing else is quite so important as this. If the engineer is to know the men of his kind, with whom he has to deal far more formidably or intimately, as you please, than with bridges or dynamos, he must read them in the pages of the great writers of English, at least, from Chaucer and Shakespeare to Rudyard Kipling and Mark Twain.

To me this is the chief glory, as it is the unsurpassed distinction, of Charles Dickens: that he built up a human laboratory with his books, wherein you may study at your leisure the salient types of the every-day folk that you meet on the street or in parlors or churches or slums, so that you have a mental card-index ready at hand for classifying almost any new acquaintance, provided only that he have the slightest affinity for caricature. You may see a mild Pecksniff marching down the aisle of almost any Protestant church of a Sunday, while Merry and Cherry sit demurely in his pew well towards the front. I know at least one Mr. Lorry here in Pasadena, and have met Sidney Carton and Lucie Manette in the flesh. I used to know Micawber and have even seen Uriah Heep blowing down the friendly ear of a village doctor's mule. Mr. Boffin and Jenny Wren and the scalawag Silas Wegg are our mutual friends. Who does not know and love Tom Pinch and Mark Tapley and Little Nell and Captain Cuttle and the Dombey boy, as well as David Copperfield himself, to say nothing of Peggotty and Aunt Betsy? The progeny of Mr. Gradgrind still survive, a type of the unfittest, in the modern school, while the Podsnaps and the Veneerings continue to bourgeon in contemporary society, and Bill Sykes and Fagan infest our modern slums. I do not speak now of Dickens' vast beneficent influence in lessening the square miles of slum areas in our cities, in redeeming the more hideous horrors of the jails, in straightening out the schools and the courts of chancery, in brightening childhood. He is one of the most efficient humanitarians of any age. But at present I speak of him as a powerful and delightful psychologist, of whom it may be said as of no other English author, that he actually creates his characters, so that you do not remember them as having been met in a book, but

as having been actually known and loved or dreaded in a life that you lived in company with this "cockney novelist" at whom some critics sneer.

In the really great humanists of English literature you get down to the radical laws of truth as affecting humanity. Take Shakespeare, for example. He is not a conscious preacher of moralities—far from it. Indeed, he is not a conscious preacher or teacher of anything, because he never intended any of his writings, except some of his short poems, for a life between book-covers; his plays were written to satisfy the clamor of the stage, and he doubtless never dreamed of their immortality when he begot them. But what a teacher of profound human truth is he become! How clearly (for example), and with what passionate earnestness, does he set forth the workings of treachery, which to him was the quintessence of sin,—the canker eating out the heart of man, the worm that kills truth, the acid rust that breaks the ties of human brotherhood.

In Hamlet you see all the bonds breaking. Human ties snap harshly, one by one—the bond between ruler and subject, the bond between mother and son, the bond between maiden and lover, the bond between friend and friend—and it all grows out of a single act of treachery between brother and brother. Likewise the three tragedies that reveal the progress of spiritual struggle in Shakespeare's soul deal severally with the sundering of sacred ties. In Macbeth it is ruler and subject, in Lear it is fathers and children, in Othello, husband and wife—and through them all creeps the shadow of Judas, clothed now in some queenly giant shape of "steely feminine cruelty," or again in glittering heroic armor or in kingly trappings, or yet again in the most perfect garments of Iago. Nowhere save in the pages of Holy Writ itself is treachery made so terrible, or falsehood so revolting, or a lying life so black, as when we see these velvet-footed devils in their prime. The measure of Shakespeare's greatness as a moral teacher is discerned when you compare his treatment of sin with the treatment which modern "moralists" such as Zola accord to crime. In the latter case the esthetic sense is rudely shocked; but Shakespeare leaves you with a shuddering horror for sin in its acme and essence.

In these days when, as Emerson says, we need to revise our theory of success, it is Shakespeare that helps us to do it. The example reaches its summit in Lear. There is the poor old king on the moorland, ragged, pinch-bellied, bleeding; his companions only heightening his misery —the crazy clown with his whimpering wit, crazy Tom with his blood-curdling folly. The storm beats and howls, the lightning flashes, the heavens bellow with woe; and all the time the serpent's tooth is gnawing at the old king's heart. Then later you see him with the dead Cordelia. Shakespeare could have spared her to him if he had followed the ancient story as he found it; but he is not that kind of a moralist. This modern Job will face the hard facts as they are, though they wrench the marrow from the joints. And so we see her with the hangman's livid mark about her neck, dead in the old king's arms. But look you! Do you not feel in that moment, as you view the lowest depths of mortal woe, that you would rather be the poor old jabbering Lear, or the stark and sallow thing that was Cordelia, than the triumphant smiling duke upon his throne? This is what Shakespeare has done for us: he has stripped innocence and purity so bare that you see them as nothing but a name; he has surrounded them and clothed them with failure, with abject ruin, with utter and absolute loss, while wrong sits smiling on the throne; *but he has made you envy the vanquished.*

Macbeth is the moral counterpart to King Lear. It shows the other side, and in detail; depicting the triumph of unrighteousness, but showing by far subtler methods than didacticism that such a triumph is failure. Lear illustrates the victory of defeat; Macbeth, the failure of success. The lord and his lady accomplish everything for which they have plotted; but her outraged woman's nature

takes revenge, being too frail for such heavy business. First comes woeful dreaming, and then a tortured death. As for him, he is highly efficient; he achieves success. He is the man of destiny; his luck has not yet failed him; he is at the very summit of prosperity. But listen! From the height of his perfect ambition he utters that hopeless, heartbroken cry about the sear and yellow leaf—of "curses, not loud, but deep." That is Shakespeare's moral judgment of "the gospel of success," although the phrase had not been minted in his time. It is a lesson we need at this hour. The efficient man who triumphs really fails unless he triumphs righteously. Thus the great books reveal the radical truths of humanity, and teach the deep lessons of character.

I am old-fashioned enough to believe that your efficient man cannot afford to neglect his Bible. I do not allude now to its literary majesty and beauty; reams have been written recently in praise of "that vast Oriental beaker brimming with poetry," as Victor Hugo has called it; and here in America Richard G. Moulton is doing a man's work in unveiling it, a veritable hidden Grail these several centuries. I praise it now not as a vessel of beauty, though it is that too, but as the true "chalice of the grapes of God," whereof if a man drink valiantly he may know the truth that makes men truly free.

A knowledge of the great books will beget self-confidence, and that is a good gift of efficiency. I think that history and biography tend especially to do this. In our enthusiasm for the present we must not ignore the past; it has sap for our sinews, inspiration for our hardest endeavor. To cut oneself off from the past is to break with the record of human experience. The efficient man should find the line of historical continuity which binds him to the race, trace it, and so link himself in the chain of universal endeavor. He discovers that he is what he is because the past has made him what he is; the clash of ancient arms, the rush of centuries, the rise and fall of nations, have all mixed in the molding of a man. So a thoughtfully directed study of history brings a large and noble self-respect to be gained in no other way. History is the memory of the race. It heightens the sense of identity which the individual memory had established. It multiplies the lessons of wisdom indefinitely by broadening the imagined experience—teaching the conservation of past good and the avoidance of what the race has learned to be futile or evil; and thus stiffens a man's self-confidence while limbering and indeed liquefying his self-esteem.

Biography is of comparable value, even though history be not, in Carlyle's phrase, the mere biography of great men. It is a good thing to come close to these giants, and feel the touch of nature that makes us all akin. They help us to mount obstacles by the splendor of lustrous example; but they also keep us from despair of our follies as we smile at their foibles, and cheer us in the humdrum tedium of the common lot. I like to know that Shakespeare, the supremest of poets, kept a practical eye to the windward of business affairs, and so prospered; I even like to think that in his youth he may have poached. It is good to see our own cold Washington fling an inkstand at the head of one of his pinchbeck soldiers—much better than to swallow poor old Weems's pious lie about the hatchet; and it is delightful to hide behind a tree while the father of his country rolls upon the ground in fits of laughter over the plight of the young men and the peddler. Then there is Tennyson, groping on his knees amid the grass below his window in the dewy English morning, searching earnestly for his smelly pipe, and sweeping up carefully the crumbs of his precious tobacco, he having impulsively "sworn off" smoking just the night before, and tossed out the devil's implements altogether. One knows, moreover, that Robert Browning could not be a prig or a pedant when one hears him jovially exclaiming that when Sordello was first written only two beings in the universe knew its meaning— "God and Robert Browning; now God alone knows," says he. Martin Luther is a pleasanter picture

punching the gentle Philip in the short ribs over a sophisticated bit of exegesis than when refusing to shake hands with Zwingli; and the apostles themselves are more lovable companions in the frank undress of New Testament Greek than when clothed with the euphemisms of a pure but at the same time puritanical English. They all had humanity; so have we; and it makes a man bolder for the efficient life if he can come into homespun earthy contact with those "dead but scep-t'red sovereigns who rule us from their urns." They swing scepters now; but once upon a time they swung crutches or walking canes or inkstands or hockey sticks, and it is good to know it. So we give thanks to the awful great, with Sidney Lanier, for

" . . . . your little mole that marks
You brother and your kinship seals to man."

That, while it is not the chief good, is one of the good things of biography.

There remains the one supreme reason for reading the great books—"just for fun." I don't want to be conscious of ulterior motives when I play tennis or undertake golf or read Keats—I just want to enjoy myself. The benefits may come of themselves; they should be "benefits forgot" while they are coming. There are few enjoyments equal to the enjoyment of literature read "just for fun." This pleasure may begin in early youth, and continue throughout old age, until it becomes a pleasure of memory as well as a delight of daily renewal; lifting us above the petty and sordid cares of life into the faery realm of the imagination, where we eat ambrosia and drink nectar as we will. It is only in the thoughtful analytic moods that we realize what has been done for us. Charles Eliot Norton has described it admirably in his introduction to the study of Dante. He says:

"To acquire a love for the best poetry, and a just understanding of it, is the chief end of the study of literature; for it is by means of poetry that the imagination is quickened, matured, and invigorated, and it is only through the exercise of his imagination that man can live a life that is in a true sense worth living. For it is the imagination which lifts him from the petty, transient and physical interests that engross the greater part of his time and thoughts in self-regarding pursuits, to the large, permanent, and spiritual interests that ennoble his nature, and transform him from a solitary individual into a member of the brotherhood of the human race."

It is not needful to "scorn delights" in order to "live laborious days" if only we keep company with those who either "build the lofty rhyme" or the more spacious palaces of prose.

So, then, let us forget all about efficiency, and steal a journey every chance we get to the orchards of the Hesperides. Swing hands with Homer and Dumas, with Cervantes and dear R. L. S. through lands of adventuresome delight, whether it be "far on the ringing plains of windy Troy," or on Treasure Island. Enlist with Tennyson in the Table Round, go afield with Shelley and Queen Mab, stand tiptoe with Keats upon his little hill, become a strayed reveler with Arnold, a mariner or a mountaineer with Coleridge, or "a God-intoxicated man" with Robert Browning. Let Carlyle stir you with his heroes, or Dickens make you laugh and weep with humbler folk. Let Shakespeare take you by the hand, make friends with Goethe, and do not stand in far-off awe of Plato or of Moses, but make boldly up to them all, and company with them. That is what I would say to the efficient man chiefly, if I could. Let him forget himself and his efficiency in those who minister of joy; and he will not only find the friction and waste of his life reduced towards their minimum, but he will also get his head up into a world where men can breathe.

At the conclusion of this address the session adjourned.

FIFTH GENERAL SESSION

(Shakespeare Club, Wednesday, May 24, 2:30 p. m.)

Joint session of the American library association and the California library asso-

ciation, Miss Alice S. Tyler, presiding for the former, and Mr. L. W. Ripley for the latter.

(Miss Tyler takes the chair.)

The CHAIRMAN: We now come to the closing session of this annual conference and in the vicissitudes of conduct of meetings, it has fallen to my lot to have the honor of introducing to this assembly the president of the California library association, Mr. L. W. Ripley, who will preside during the California program and present to you our distinguished visitors.

(Mr. Ripley takes the chair.)

The CHAIRMAN: California is a proud state just now, for we are told that we have advanced further in reform legislation than any other state in the Union, and there is just one man in California that can claim the largest share of credit for such a state of affairs. President David Starr Jordan, a few weeks ago, said that all good citizens throughout America could rejoice with the Republicans of California in having selected a governor who was a man before he was a governor. In introducing the next speaker to you, I wish to present a man who is giving California the best that is in him, a true servant of the people, HIRAM W. JOHNSON, governor of the state of California.

Governor Johnson gave a very stirring presentation of the political issues at present before the citizens of California, dwelling upon the "recall"; "initiative and referendum"; how the state has been freed from railroad rule; and what the recent legislature had accomplished along reform lines.

The CHAIRMAN: We have another native son with us, a man who has turned the searchlight of truth into the darkest corners of our social and business affairs, and he will speak to us on the position that the library can occupy in a democracy. I present, with pleasure, Mr. LINCOLN STEFFENS.

Mr. Steffens spoke of the recent reforms in public affairs, pointing out how librarians could further this good work. As he spoke extempore he prefers that his remarks be not printed.

The CHAIRMAN: We will now have the pleasure of listening to an address on "What the world of literature owes to California," by Dr. GEORGE WHARTON JAMES.

Dr. James said that the hand of destiny had been for generations steadily pointing to California and the Pacific Coast, that development and population from the dawn of history had been steadily pushing westward; that California, by its remarkable scenery, diversity of climate and products, was well equipped for receiving this influx. He depicted in glowing terms the various charms of the region, its climate, mountains, coast line and varied beaches, picturesque rocks, and harbors, its mysterious deserts, forests, rivers, and islands, and called attention to the influence which all of these factors had had on literature. Its literature had also been influenced by the numerous political changes of the last hundred years, and by its romantic and thrilling settlement and early days, accompanied by such hardships and such dramatic situations.

Dr. James then mentioned briefly a large number of California authors, beginning with the Indian tribes whose literature has been partially preserved by such translators as Jeremiah Curtin, Charles F. Lummis, Joaquin Miller, Mary Austin and others. Next in order came the epoch of Spanish discovery and the literature of the *padres*, followed in turn by the era of the pioneers. California names in literature are many, among the most prominent mentioned by the speaker being Mark Twain, Bret Harte, Joaquin Miller, Charles Warren Stoddard, Noah Brooks, Clarence King, Joseph Le Conte, John Muir, Charles Frederick Holden, David Starr Jordan, Stewart Edward White, Mary Austin, John C. Van Dyke, Olive Thorne Miller, Charles F. Lummis, Edwin Markham, Ina Coolbrith, Edward Rowland Sill, Frank Norris, Helen Hunt Jackson, Gellett Burgess, Gertrude Atherton, Eleanor Gates, Frances Charles, Jack London and Hubert Howe Bancroft. In conclusion the speaker expressed his opinion that for the Pacific Coast region there was not only the possibility but the

certainty of the development of the highest in literature and civilization that the world has ever known.

The CHAIRMAN: That ends the California program and Miss Tyler will preside over this session until its adjournment.

(Miss Tyler takes the chair.)

The CHAIRMAN: There are some matters of business that must of necessity be taken up in this closing session of the meeting. First we will ask if there is any unfinished business that has come over to us from the previous session. Probably it would be well at this time for the Secretary to make such announcements as are necessary.

The SECRETARY: At the direction of the Executive Board last night, the Secretary sent the following telegram for the Association.

May 23, 1911.

Dr. JOHN S. BILLINGS,
Director N. Y. Public Library,
New York City.

The American library association in conference at Pasadena sends congratulations to authorities of the public library and citizens of New York on the auspicious opening of the greatest of municipal libraries in the noble building dedicated today. GEORGE B. UTLEY,
Secretary.

The CHAIRMAN: At this juncture, it seems to me well that we should hear from our Committee on resolutions, Mr. Geo. S. Godard, chairman.

Mr. Godard presented the following

REPORT OF THE COMMITTEE ON RESOLUTIONS

RESOLVED: That the grateful thanks of the American library association are due and are hereby given to those who by their united efforts have made this our Thirty-third annual meeting so successful.

First: To those who assisted in the program: Willard Huntington Wright, of Los Angeles; Dr. Benjamin Ide Wheeler, President University of California; Dr. J. A. B. Scherer, President Throop Polytechnic Institute; Hon. Hiram W. Johnson, Governor of California; Mr. Lincoln Steffens, and Dr. George Wharton James, whose several addresses have added much to the meetings; and to Mr. A. C. Vroman, whose illustrated lecture on California Missions will long be remembered.

Second: To the Pasadena Local Committee of arrangements, Miss N. M. Russ, librarian of the Pasadena public library, Chairman, and her Board of trustees, for the hearty welcome extended and abundant provision made for our comfort and entertainment.

Third: To the Shakespeare Club and its president, Miss Anna L. Meeker, for the courtesies extended to us in providing so convenient and comfortable a meeting place.

Fourth: To the Pasadena Board of Trade and the Los Angeles library board and Chamber of Commerce for the cordial hospitality shown us and to the citizens who kindly made it possible for us to acquaint ourselves with the beauties of their cities.

Fifth: To the ladies of Pasadena and librarian and friends of the Long Beach public library, who so thoughtfully and generously met us with flowers at San Bernardino, and provided flowers for the adornment of our several rooms.

Sixth: To the management of the Hotel Maryland for unfailing courtesies and excellent service rendered.

Seventh: To the representatives of the press who have done so much to make accessible, both here in California and at our homes, the proceedings of our several meetings.

Respectfully submitted,
GEO. S. GODARD,
DEMARCHUS C. BROWN,
MARY F. ISOM,
Committee on Resolutions.

Mr. GODARD: Madam Chairman, I move the acceptance of the report and the adoption of the resolution.

A DELEGATE: Second the motion.

The CHAIRMAN: It is moved and seconded that the report be accepted and the resolutions adopted. I know it will give you all great pleasure to vote for this and thus express the sentiment which the Committee have so well voiced. All those who

are in favor of the adoption of this report and its resolutions will indicate it by rising. (The vote was unanimous.)

Mr. HILL: Madam Chairman, following the report of the Committee on Resolutions, I beg to submit the following minute for the expression of the association:

"The American library association, assembled at its Thirty-third annual meeting, sends greeting to Miss Helen E. Haines, of Pasadena, who has been so instrumental in drawing this Association to this lovely state. It is with sincere regret we note her absence from our Association and we desire to thank her for the splendid work she has done for libraries and to express the wish that she may soon return to us improved in strength and health."

I move the adoption of that minute, it now being in the form of a resolution.

Miss AHERN: It gives me great pleasure to second the vote of greeting to be sent to one who for so many years was a familiar figure to the members of the American library association. To her interest in extending the library service in general, we are all debtors. To her particular work in the extension of library knowledge, there is a personal debt on my part as one who learned much from the lines well laid down by her for so many years. We are all grateful for the pleasure we have had in Pasadena, our chief regret being that we are unable to tender to her personally our recognition of her part in bringing us to this beautiful city. There is deeper regret, also, in the thought that her absence is caused by her attention to the affairs of our Association. It is with the greatest pleasure that I second the vote of recognition of Miss Haines' services.

The CHAIRMAN: Are there any other remarks on this resolution? I am sure there could be many words added to those which have been so beautifully spoken and I will ask you again to express your approval of this resolution by a rising vote.

(The vote was unanimous.)

The CHAIRMAN: Are there any other matters that should come before the Association at this time?

Miss AHERN: Many of you know of the effort of a number of the strong members of the different state associations to bring about a closer relation between the American library association and the various library organizations throughout the country, for mutual helpfulness in library work. This matter has been before the council for something over a year and has now come to a favorable conclusion. Under the existing form of the constitution of the American library association it will be impossible for this affiliation to take the effective and favorable form that it should, and it is therefore with the desire to bring the various associations throughout the country into closer affiliation with the American library association at an early date that I offer at this time an amendment to the constitution of the latter.

I move to amend Section 14 of the constitution by striking out such provision as is therein made for the election of twenty-five members by the Council and inserting in lieu thereof the following as the second paragraph of the section on membership:

"Other members may be added under such conditions and restrictions as the Association may determine by resolution adopted at any annual conference thereof, notice of such proposed change having been given not later than one month prior to the date of the conference."

So Section 14, amended, shall read as follows:

"Section 14. Membership. The Council shall consists of the Executive board, the ex-presidents of the American library association who continue as members thereof, the presidents of affiliated societies who are members of the Association, and twenty-five members elected by the Association at large. The elected members shall be chosen five each year by the Association to hold office for five years. Other members may be added under such conditions and restrictions as the Association may determine by resolution adopted at any annual conference thereof, notice of such proposed change having been given not later than one month prior to the date of the conference."

This will give the Association the power to add to its Council such members of the

Association as it may deem desirable to serve in such position, and, as stated in the beginning, shortens the time which must elapse before we may have the benefit of the proposed affiliation. I think there may be a number of other reasons that would support this, but as the time is short, I move its adoption.

The CHAIRMAN: You have heard the motion. Is there a second to it?

Mr. LEGLER: I take great pleasure in seconding the motion.

The CHAIRMAN: You have heard the motion and it has been seconded; any remarks?

Mr. HILL: I would merely ask if there is any limit placed on the number of the Council? It would appear from that amendment that all the members of the Association could be elected on the Council.

Miss AHERN: "Other members may be added under such conditions and restrictions as the Association may determine."

Mr. HILL: An unlimited number?

Miss AHERN: If they want them.

Mr. ANDREWS: The Council has appointed a Committee to consider the affiliation. This Committee has been asked to submit a scheme and the state associations have been asked to consider that scheme, and it seems to me a lack of courtesy to take action at this time. I oppose the adoption of the amendment **now**, not that I oppose its ultimate adoption, or that there are not strong reasons for making a change in the election of the members of the Council.

The CHAIRMAN: Any other remarks?

Mr. LEGLER: I think the question ought to be thoroughly understood. Those of you who were present at the Bretton Woods conference, when the Association adopted the revised code, by-laws and constitution, remember that the discussion centered around this particular clause and that if it had come to a final determination by a vote upon this proposition separately, there is no question but that the amendment, as proposed, would have been absolutely and overwhelmingly defeated. It was adopted because those who were opposed on principle realized that it was essential to adopt some modified form of the constitution, and so, as you will recall, they waived, for the time being, their objection to this particular clause and adopted the constitution as a whole, reserving for themselves the privilege of drafting such amendments thereafter as might seem advisable. The only argument that has been made in justification of the position which permits the Council to add to its own membership is that the Association at large might at some time fail to select or overlook some one who would prove a valuable member. It would thus be possible for the Council to give to the rank and file of the Association membership what was good for them instead of what they might want themselves. I believe it is entirely undemocratic not to allow an association to select for itself the members of the Council. I think it advisable to add to our membership that large body of workers all over this country who to-day have practically no representation in any of the conferences held from year to year. A plan was outlined this morning, aiming to add to our membership some five or six thousand library workers of whom at the present time we have only relatively a handful. We can get these members if we can offer something to give them a personal interest. I think that would be a mighty good thing. I am, therefore, very glad to second the resolution presented by Miss Ahern.

Mr. CARR: I suppose a majority of us know this action will not be final but merely the first step; and will require subsequent action at another conference. I do not think there would be anything discourteous whatever in taking this tentative step, and also that it would be very much in the interest of the association to do so.

Mr. ANDREWS: Let the president remind the members that only those who have been members three-quarters of a year can vote.

Mr. RANCK: This resolution, the amendment to the constitution, interests me very much as a member of the Committee to bring about closer relations between the local library organizations of the country

and the national organization, the A. L. A. The feeling I have about this is that while this may not be the best form of amendment, its adoption to-day may enable us to gain a year, as this is only the first step. Therefore I am heartily in favor of having it passed at this time and if, in the light of a year's study which this Committee is going to give this subject, we feel that it is the best form of amendment then definite action can be taken accordingly a year hence. By passing this resolution to-day we are certainly putting ourselves in position to gain a year's time.

Mr. LANE: I think it is a mistake to pass an amendment of this kind. It seems to be extremely indefinite in its system and application, and I cannot quite imagine just how it might work out. We want something more definite. I am heartily in sympathy with the idea of having in the Council representatives from state associations and other associations of a similar character who are connected with us, but I think the time to make arrangements for that is after the subject has taken a more definite shape.

I am also sorry to see by this amendment the dropping of what seems to me a very valuable element of our present arrangement, namely, the provision for addition to the Council by a vote of its own members. I think it would be a great mistake to drop that.

Mr. HILL: For one, I can't quite see how we are going to gain a year by passing this amendment, because the constitution says it requires two years,—two consecutive years—to adopt an amendment, and if this amendment is amended now there would still be two years ahead of us and I feel, while I am in sympathy with some parts of the amendment, certainly with the desire to affiliate with state associations, still, that the amendment ought to be thought over a little longer and a little more carefully. I wonder if it could be referred to some committee, or the Executive board, to await the report of that special committee.

Mr. LEGLER: If I may be permitted to answer, very briefly, Mr. Hill's question,—it seems to me that if it requires two consecutive adoptions to amend the constitution, we certainly gain a year by adopting the proposed amendment now rather than to let it go over for another year. Otherwise, it would require two years from now for final action. This amendment contemplates no special scheme beyond a general enabling act to incorporate under its provision such definite plan, as the Committee appointed for that purpose may formulate.

Mr. HILL: I should like to agree with the remarks of the speaker, but the resolution certainly says the membership may be unlimited. The A. L. A. can put anybody into the Council and the Council itself could be as large as the Association.

The CHAIRMAN: That would mean abolishing the Council, practically?

Mr. HILL: Practically.

Mr. ANDREWS: I am in doubt whether this resolution, if adopted, would have any legal effect as long as the present provision for amendments to the constitution is in force. You cannot provide for changes in the membership of a selected body otherwise than by amendment of the organic law.

Miss AHERN: This amendment will have to be acted upon again under the present constitution, and that means certainly two years before it becomes effective.

Just one word in regard to Mr. Lane's objection. The amendment does not take from the Council all nominations of members of the Council. But the Council should be a small body and might well consist alone of the various members named—the members of the Executive board, the ex-presidents of the Association, the presidents of affiliated societies and twenty-five members selected by the Council and elected by the Association. Ex-presidents are supposed to be men who have contributed their best to the development of the Association; the presidents of affiliated societies, we take it, will be the best material they may have to offer. There will be the members of the Executive board, who are nominated by the Council, and ought to represent it, and who are people that

in the judgment of the Council will best conduct the business of the Association. Now, here comes a chance for the Association itself, under such restrictions and terms as it may think best, and the Association itself ought to have the power of saying what those restrictions shall be, to place certain members on the Council. It seems to me that it is in no way reflecting on any member of the Council, for the Association at large to preserve to itself the right to say that such other members shall be in the Council in addition to those which the Council itself has proposed shall be there.

I want to refer again to the promise that was made on the floor of the conference at Bretton Woods to those of us who wished to have that particular clause modified. The promise was definitely made that we should be given a chance to offer to the Association this amendment, and you will also recall that the matter went over, just as it has this time, until it was almost the close of the last business session. Now, there is a whole year ahead before this amendment could become effective. If, in the meantime, the Committee or the state associations shall have worked out a plan of affiliation and offered it to the Association, the Association can vote as it pleases on that which the Committee offers. We do not know at this time that it will accord with the constitution as it is at present. We are all supposed to be interested in promoting the best interests of the Association, and I don't believe that we incur much danger by leaving in the hands of the Association itself as much power as is given by this amendment when so many other things are delegated to the Council. I would not have brought the amendment in here at this time if there was any other way of getting it on record.

Mr. LANE: I understood by the amendment, as read, that the provision for election of members by the Council was left out. Is that not so?

Miss AHERN: Not at all. The Council shall consist of the Executive board, the ex-presidents of the American library association who continue as members thereof, the presidents of affiliated societies who are members of the Association, and twenty-five members elected by the Association at large. The elected members shall be chosen five each year by the Association and hold office for five years. All the nominations are still made by the Council. I don't see how the small body is any safer in its choice of the people who shall direct the best efforts of the Association than is the Association itself. Surely the created has nothing to fear from the creator.

Mr. LANE: May I add just one word? It seems to me we have lost sight of the main object of the Council. It provides a small body to discuss library matters in a handier way than can be done by the larger body of the Association. Moreover the provision of our constitution which allows the Council itself to add to its membership from those who may have been overlooked seems to me an admirable plan.

Mr. HILL: Will the chair read that article which applies to the amendment of the constitution and those who are qualified to vote.

The CHAIRMAN: The Secretary will please read the article. (The Secretary reads Sections 25 and 2 of the constitution.)

Mr. BLACKWELDER: I would rather have some person or committee delegated to consider this question and give us a report at the next meeting than to vote for the amendment which has been proposed.

Miss AHERN: I am perfectly willing to answer any questions Mr. Blackwelder may ask.

Mr. BLACKWELDER: The main question, which I do not think can be answered, is how is the thing going to work. There is an indefinite proposition there and I would like to have a little more time.

Miss AHERN: You have two years before it is adopted.

Mr. BLACKWELDER: If you adopt it in one form tentatively it has to be adopted finally in that form.

Mr. LEGLER: Any action we take now does not make it final. You have a whole year to make up your mind whether on

the final vote you are in favor or against it.

The CHAIRMAN: Are you ready for the question? All those in favor of this resolution as presented by Miss Ahern will indicate it by rising. The Secretary will please count the votes.

Mr. ANDREWS: Will the chair ask those who claim to have two votes and representation twice to so indicate it?

The CHAIRMAN: All those who claim to be represented twice, will please indicate it.

The Secretary reported number of votes cast, 50; necessary for carrying the motion, 38; Affirmative 36, negative 14. The motion was declared lost.

The CHAIRMAN: The Secretary will present the report on the meetings of the Executive board and the Council.

REPORT OF THE EXECUTIVE BOARD

There were two meetings of the Executive board. At the first only matters of routine business were transacted.

At the second meeting, held after the election of officers, Mr. Henry E. Legler, resigned as non-official member, having been elected first vice-president, and Miss Alice S. Tyler was elected to fill the unexpired term.

Committees

The following committees were appointed for the ensuing year:

Publishing board: Messrs. Henry E. Legler and H. C. Wellman were reappointed for a term of three years each.

Finance committee: C. W. Andrews, F. F. Dawley and Edwin H. Anderson.

Public documents committee: G. S. Godard, Johnson Brigham, Ernest Bruncken, L. J. Burpee, T. W. Koch, T. M. Owen, S. H. Ranck, Adelaide R. Hasse and J. I. Wyer, Jr.

Co-operation with the N. E. A.: Mary E. Ahern, Genevieve M. Walton, Irene Warren, J. C. Dana and George H. Locke.

Library administration: Harrison W. Craver, H. M. Lydenberg and Ethel F. McCollough.

Library training: A. S. Root, A. E. Bostwick, Mary W. Plummer, Adam J. Strohm, Caroline M. Underhill, Daisy B. Sabin, Cornelia Marvin and Frank A. Hutchins.

International relations: Herbert Putnam, E. C. Richardson, J. S. Billings, W. C. Lane and R. R. Bowker.

Bookbuying: W. L. Brown was designated as Chairman with power to select two other members.

Bookbinding: A. L. Bailey, Margaret W. Brown and N. L. Goodrich.

Federal and state relations: B. C. Steiner, T. L. Montgomery, J. L. Gillis, H. R. McIlwaine and C. F. D. Belden.

Catalog rules for small libraries: Theresa Hitchler, Margaret Mann and Emma F. Cragin.

Work with the blind: Mrs. Emma Nelsser Delfino, J. L. Gillis and Laura Smith.

Travel: F. W. Faxon was designated Chairman, with power to add to Committee's membership.

Co-ordination: C. H. Gould, J. L. Gillis, N. D. C. Hodges, W. C. Lane, Herbert Putnam, T. W. Koch and J. C. Schwab, with power to add to its number.

Program: Mrs. H. L. Elmendorf, Henry E. Legler and George B. Utley.

Place of 1912 Conference

Invitation to hold the 1912 Conference in Ottawa, Canada, having been received from the authorities of that city it was voted that this invitation be accepted, on condition that satisfactory arrangements for hotels, railroad rates and place of meeting can be made.

The following resolution by the A. L. A. Catalog section regarding the appointment of a committee to compile an official code for classifiers was read ,upon which it was voted that the communication be referred to the editor of the A. L. A. Manual of library economy for advice whether same could be incorporated in a chapter of the Manual, and requesting report from him at the January meeting of the Board.

WHEREAS, there has hitherto been no general code of practice for the use of library classifiers, embodying the principles of classifying books and codifying the gathered experience of expert classifiers; and

WHEREAS, such a code may be of service in connection with any recognized system of classification or notation:

BE IT RESOLVED, by the A. L. A. Catalog Round Table, in conference assembled, that the Executive board of the American library association be advised and requested to appoint a Committee (1) to consider the advisability, practicability and mode of procedure of compiling an official code for classifiers; (2) to report at an early date to the Executive board; and (3) to be empowered by the Executive board to take such further steps as shall be deemed best.

The question of an exchange of public documents between the United States and Canada which was referred to the Executive board by Council was brought up, and it was voted to refer this matter in turn to the Committee on international relations.

REPORT OF THE COUNCIL

There have been two meetings of Council during the present Conference. The subject of affiliation of state library associations with the A. L. A. was discussed at the first meeting and Miss Tyler, Chairman of the special committee, reviewed the work accomplished, outlined its present status and presented the following resolutions, which were adopted:

RESOLVED: That Council favors some form of connection or federation of the state and provincial associations with the A. L. A. and recommends that the Committee on relations of the A. L. A. to state associations continue their investigation and present a tentative basis for such connection at the mid-winter meeting of Council.

RESOLVED: That Council recommends to the Program committee the inclusion in the A. L. A. conference program for 1912 of a round table of the officers and representatives of state and provincial library associations for the discussion of topics relating to such organizations as suggested by the A. L. A. Committee in its report to the January, 1911, meeting of Council in Chicago and subsequent meetings, and that the secretary notify the various organizations of the proposed meeting.

The expression was voiced that there should be such geographical distribution of members of the Council as to strengthen both the A. L. A. and state associations.

The application of the Special libraries association for affiliation with the A. L. A. which had been carried over from the mid-winter meeting, came before Council. After discussion it was voted that Council grant the request for affiliation of the Special libraries association subject to the conditions now governing this relationship, and those which may be adopted hereafter, and that a committee of three be appointed by the Chair to formulate the conditions of affiliation for all except local, state and provincial associations. The Chair appointed by this Committee: Dr. Herbert Putnam, Miss Mary F. Isom and Mr. C. W. Andrews.

Mr. Bowker spoke on the subject of printed cards, calling attention to recent work in Germany, Belgium and other countries of Europe, and expressing the belief that some effort should be made to induce foreign countries to supplement, not duplicate, our work, that it would probably be desirable for each country to have its own code, as catalogers are reluctant to give up their own methods, but that an international committee on Code would be able to fuse many particular items.

It was voted that a committee of five be appointed by the Chair to promote and co-operate in the development of printed catalog cards in relation with international arrangements. The Chair appointed the following committee: Messrs. W. C. Lane, C. W. Andrews, C. H. Hastings, E. H. Anderson and J. C. M. Hanson.

A letter was read from Mr. Ranck relative to the lighting and ventilation of libraries, expressing the hope that something might be done by the association to secure a scientific and satisfactory standard. It was voted to refer this matter as a special topic to the mid-winter meetings and to appoint a special committee to secure information, literature, etc., on the subject. The Chair appointed on this com-

mittee Mr. Ranck, with power to complete the committee.

At the second meeting of Council, Mr. Andrews presented the matter of a municipal year-book, and offered the following resolution which was adopted:

RESOLVED, that in the opinion of Council the interest shown by library users in municipal affairs is already great, and is constantly increasing, and that an annual publication which should furnish accurate and carefully edited information on these subjects would meet a real need.

Mr. Bowker in behalf of the committee appointed at the first meeting of Council offered the following resolution, which it was voted to present for action at the next general session of the association.

RESOLVED: That the American library association in Conference at Pasadena, California, May 24, 1911, records a strong protest against the return of state librarianship or other library positions to the spoils system; when changes are made in such posts it holds that the test of motive in removals is the test of fitness in appointments and partisan political service affords no evidence of capability for library administration. The education of the people through libraries and schools should be far removed from partisanship and appointments therein should be based solely on merit and fitness, and this is true in largest measure in the important office of state librarian where experience and efficiency serve the people of the whole state.

RESOLVED, that the Secretary of the Association be directed to send a copy of this Minute to Governor Harmon of Ohio.

At this meeting Council elected the following persons as members of the Council for a term of five years each: Mr. J. L. Gillis, Mr. E. O. S. Scholefield, Mr. G. H. Locke, Miss Grace D. Rose and Miss Clara F. Baldwin.

Mr. Godard presented the following communication and resolutions:

As many librarians are seriously handicapped in their reference work through lack of definite information as to what publications have been issued by the several departments at Washington, until the receipt of the monthly catalog of government publications, which is not published until several weeks after the period covered by each issue, it is

RESOLVED, that the Superintendent of Documents be respectfully urged to publish if possible a daily or weekly check list of all such government publications issued by the several departments at Washington, that through such a check list librarians may be informed concerning the many documents and reports now called for having been mentioned in the daily press; and that we believe this early information should be regularly supplied to depository libraries also.

At a time when the advantages of reciprocity in trade have been recognized by the United States and Canada, it is appropriate that steps should be taken to bring about something in the nature of reciprocity in public documents; as the government of the United States issues annually a large number of public documents that would be of service to Canadian public libraries; and similarly as the government of the Dominion of Canada issues many publications that would be of value to the United States:

RESOLVED, that representations be made to the two governments looking toward the adoption of some plan by which the Superintendent of Documents at Washington, or some other official, could be made an agent for the distribution of Canadian public documents to American libraries and the King's Printer at Ottawa an agent for the distribution of United States government documents to Canadian libraries.

It was voted that Council heartily approves the suggestion relating to the reciprocal exchange of public documents between the United States and Canada and that the matter be referred to the Executive board.

Miss Marvin, in behalf of the special committee appointed at the first meeting of Council, reported that the special committee appointed to consider the petition of librarians of agricultural libraries approved their petition and recommended that they be received as a section of the A. L. A. It was thereupon voted that an agricultural libraries section be created.

Mr. ANDREWS: I move the acceptance of the report and the adoption of the resolution of Mr. Bowker in regard to the appointment of librarians.

Mr. HILL: I will second it with the added

recommendation that that matter be referred to the Executive board.

The motion was carried.

The CHAIRMAN: We will now hear the report of the tellers of election, from the Secretary.

REPORT OF THE TELLERS OF ELECTION

	No. of Votes
For President:	
Mrs. H. L. Elmendorf, Buffalo	115
For 1st Vice-President:	
Henry E. Legler, Chicago	116
For 2d Vice-President:	
Mary W. Plummer, New York	112
For Executive board:	
C. W. Andrews	116
Linda A. Eastman	116
For Members of the Council:	
Chalmers Hadley	116
Mary L. Titcomb	121
Sarah B. Askew	111
A. S. Root	115
Minnie M. Oakley	120
For Trustee of Endowment fund:	
W. W. Appleton	115

M. J. FERGUSON,
JOHN F. PHELAN,
Tellers of Election.

The CHAIRMAN: It affords me, personally, a great deal of pleasure to officially announce that Mrs. Elmendorf is to be at the head of our organization next year, and inasmuch as she has been informed by telegraph of the result I am indeed glad to read to the Association a telegram from her. Her telegram was sent to the chief of the Buffalo public library, who has handed it to me. It reads as follows,—

"Thank you. Say to the association, 'Now is the time for all good men and true to come to the aid of the party.'"

Mr. HILL: Madam President, the good men and true will come to her aid.

The CHAIRMAN: In the absence of Mrs. Elmendorf, which is, of course, very greatly regretted by all of us, I will ask the first vice-president, Mr. Legler, to come to the platform.

(Mr. Legler comes to the platform.)

Inasmuch as Mr. Legler personally represents the new officers that the association has been pleased to elect, I wish to present to the Association the first vice-president, who will accept the gavel from the presiding officer of the day on behalf of the newly elected president.

Mr. LEGLER: Madam Chairman and members of the Association: If the sun were in the heavens, no dim star of minor magnitude would be visible to you this afternoon. It is with all humility that I take this gavel on behalf of Mrs. Elmendorf and I wish to assure the Association that as far as one insignificant member of her official family can contribute to that end her leadership will receive enthusiastic support. New and important opportunities have come to libraries. We realize that the economic conditions of to-day are bringing many complex problems for consideration and that their solution is vitally interwoven with the work of puhlic libraries; that what we are doing is not an end in itself, but a means to an end, and that we can contribute much by placing the facts bearing on these problems before the large body of people, and their governing officials, to aid in the right solution of these problems. Thus, through the best use of its accumulated information the library world can take its part in the advancement of civilization.

What is the further pleasure of the Association? If there is nothing further, I hereby declare this, the Thirty-third Annual Conference of the Amerfcan library association, adjourned.

Adjourned.

THE SOCIAL SIDE OF THE CONFERENCE

One speaks of the social side, but in reality there was no definite side; the social thread would be more nearly correct, for those thlngs which make for sociability wound through all the days, and sometimes the nights.

This thread was of various colors, according to its source, and of various thick-

nesses, according to its purpose. Among the traveling librarians themselves this was particularly true, for all kinds and conditions of humanity were aboard and much in evidence. There were those who are bored to extinction unless something is "doing" every minute, and who feel it their duty to fill in the gaps, using whatever material is at hand. The garrulous, the quiet, the meek, the haughty, the frivolous, the solemn (and, oh! how solemn some can be!), the prude, the daring coquet, the scold, the jollier, the gay old maid, the demure young one, the lady-like gentleman and the capable lady, the amiable and the grouch, the aristocrat and the democrat, the thoughtful and the flippant, the wise and the foolish, the considerate and the selfish, the disagreeable and the pleasant, the discerning and the undiscriminating, the lofty and the low, the known and the unknown—all these and many others gave color and form to days and nights of travel.

There was no set program, but in the changing moods and environment of the travelers themselves none was needed. The tempers, feelings, desires were kaleidoscopic, and sought and found the setting that suited the situation.

In California, there was the strange mixture that all organized bodies find in holding meetings on the Pacific coast. The genuine personal hospitality is always in evidence on the part of those in the same craft, of those whose earlier days were spent elsewhere and to whom the sight of one from "back home" is always a pleasure to be made the most of, of those who, wherever they are, never forget to entertain the stranger within their gates, and last, but by no means least, those who forever are sure that nothing else can compare favorably with the Golden State and of their duty to make that fact known. The A. L. A. met all these, enjoyed them thoroughly and was befittingly grateful for much kindness.

The entertainment offered during the ten days at Pasadena was most enjoyable. It did not reach a point where it was a question of pleasure or duty, as sometimes happens, but there was always the evidence of thoughtfulness on the part of the entertainment committee that is most pleasing wherever met. This thoughtfulness took the form of flowers for the most part, and from the time when the A. L. A. train reached San Bernardino till the last day, these welcome signs of hospitality were in evidence. Roses, sweet peas, honeysuckles and carnations shed their fragrance in the convention hall, in the corridors of the hotels, in the rooms of delegates, and were presented individually as occasion offered.

A pleasant welcome was spoken on the first evening in Pasadena, and throughout the week those interested in library matters came from time to time from Los Angeles, Long Beach and other nearby towns to express their pleasure informally at the presence of the visitors.

An automobile ride one afternoon by the courtesy of Pasadena citizens gave all an opportunity to see the city in its beauty, while the cordial reception at Throop Polytechnic Institute at the close of the ride gave just the glimpse of the social side of the college that was most enjoyable.

Another evening provision by the local committee of a splendid dance-music program filled the hearts of dancers with unusual satisfaction. Feasting as a form of entertainment was happily absent, save as a last tribute to the gentlemen of the convention on the part of Manager Linnard of the Maryland, who will long be pleasantly remembered by all. Many of the visitors were invited to the homes of friends of other days who are now settled in the land of flowers, and these were treated as befitted the occasion. Miss Jones, librarian of Bryn Mawr college, is the happy possessor of an orange grove at Pasadena and those who were among the number that enjoyed her hospitality counted themselves as highly fortunate. Each day saw a new party exulting over the privilege of picking oranges from a tree.

The visits to Mt. Lowe, Riverside and Redlands were most enjoyable and gave many an opportunity to become acquainted or to renew old friendships under most delightful conditions. Los Angeles, which has

been an entertaining factor of no small moment for many years in the gyrations of its library situation, through its chamber of commerce showed the library visitors, on the occasion of the A. L. A. conference, what it has to offer in the way of seaside resorts, parks, public buildings, mineral waters and business enterprise generally. The library itself was acephalous and was therefore the more interesting, especially to quite a number of men librarians who were willing to be considered suitable timber for the mast-head. The women of the party, who were continuously reminded that a woman administrator was out of the running, paraphrased the milkmaid's reply: "'Nobody wants you, sir!' they said," at the same time recalling that the best work of the best years of the library has been done by women. But that has nothing to do with the social side? Perhaps not; but it was vastly entertaining just the same, and it certainly was a bright thread in the warp of its day.

So we finish as we began; there was no social side to the Pasadena conference, but many bright threads wove themselves into the pattern of the event of the Pacific coast meeting which will probably be seen and remembered long after the dull tints of the days' duties shall have faded to nothing. M. E. A.

THE TRAVEL SIDE OF THE CONFERENCE

The Pre-Conference Trip

Saturday evening, May 13th, saw the start of the "A. L. A. special" from Chicago with about 140 librarians aboard. Sunday morning we took on recruits at Kansas City, spent the day renewing old friendships while crossing the Kansas plains, and with Monday morning's light came the strangely weird and arid New Mexico country. The succession of Mexican and Indian villages was a fascinating novelty to those who were making their first "crossing," and the geological formations and desert foliage caused frequent exclamations of wonder.

A welcome break in the journey was made at mid-day at Albuquerque, where we had dinner at Fred Harvey's deservedly famous railroad hostelry, and another hour for buying Indian pottery, baskets and Navaho blankets. During the afternoon we caught a more intimate glimpse of Indian life, when our train stopped for fifty minutes at the ancient pueblo of Laguna, giving us time to wander through the village; dodge the chickens and the papooses; peer into some of the adobé huts, inspect the "home-made" church, with its crude belfry and native American "barker" who guarded the entrance and "undimed" all whose curiosity prompted a visit within the sacred portals; to take snap-shots, photographically or optically, of squaws and antique braves; and to purchase whatever bits of gay colored pottery we dared risk to the perils of the road.

The next morning brought us to the Grand Canyon and El Tovar Hotel. After breakfast some started on coaching trips along the rim, others started on mule-back down the Bright Angel trail, while others professed a delight for walking and decided to make the trip down to the Colorado river and back by "Shank's mare." The latter set out enthusiastic enough, but when seen near the close of day, puffing painfully up the trail, they were not so positive of the delights of footing it down a seven-mile cobbly and rocky trail, under a pitiless tropical sun, then retracing their weary way seven miles up the trail with the altitude pounding harder and harder at their breathing apparatus. But it was all in a day's work and an experience never to be forgotten—not even regretted.

Those of us who chose mules for conveyance and company, at first nearly had heart failure at the alarming proportion of anatomy that "Bessie" or "Jennie" projected over the yawning abyss while deliberately rounding Cape Horn and other nearly equally perilous promontories. But it's all in getting used to things, so before long we were content to throw the reins on "Bessie's" neck and trust to her tender mercies and sure feet. The good book tells us that the Lord taketh no delight in the legs of a man, but those who travel by

the Bright Angel route surely learn to take delight in the legs of a mule.

Sore in foot or otherwise, we all gathered for an appreciated dinner at El Tovar and a sound night's sleep, while we dreamed of cutting the figure 8 on a 98 per cent incline, as we wound down the tortuous ways of the Bright Angel trail. The next day some of the party took a thirty mile drive to Grand View, and although the journey was dusty and the region traversed most desolate, yet the magnificence of the sudden burst of grandeur well repaid the travelers, and the cheerful "whoppers" with which the genial driver beguiled the weary miles prepared them for what they should soon encounter from the enthusiastic lips of dwellers in the Golden State.

Taking to Pullmans that evening, the night and next forenoon were spent traversing the "land of little rain," the state so truly called the "arid zone," but withal possessing so many fascinating and drawing features. Out from the Colorado Desert, noon of Thursday, May 18th, saw the "A. L. A. special" descending the western slope into the "garden of the world," and at two o'clock the end of the journey was reached in the comfortable and hospitable Maryland. G. B. U.

The Post Conference Trip up the Coast

The Conference closed on Wednesday, May 24th, and the post conference trip began with tours of the interesting places around Pasadena and Los Angeles. Some of the party scaled the heights of Mt. Lowe, experiencing sensations of delight and wonder at the marvelous views mingled with internal qualms caused by the sudden lift of 3,000 feet on an inclined cable railway supplemented by a dizzy trolley ride along the face of high cliffs and over yawning chasms.

The visit to Riverside and Redlands was one of unmixed delight. The charm of the Glenwood Mission Inn at Riverside was felt by everyone, and the drive furnished by the Riverside people through the orange and lemon groves and to the summit of Mt. Rubidoux, will long be remembered. The Riverside library was inspected with great interest and its beautiful building was considered a successful adaptation of the mission style of architecture to library purposes. At Redlands a drive through orange and olive groves and through the beautiful Smiley Heights Park, was the contribution of the Redlands people. This was followed by a lunch at the public library, where the ever-present rose shed its fragrance and a punch made from the local characteristic fruit was most refreshing.

On the morning of Saturday, May 27th, the post conference travel through California began. The party was composed of about 110 members, mostly from the East, but with many friends from California and the Northwest. At Santa Barbara pleasant quarters were found at the Hotel Potter. An automobile drive along the shore through Montecito with stops at some of the beautiful homes was given by the public library, and on the way the Santa Barbara mission was visited under the intelligent guidance of one of the monks. A new insight was gained into the motives which inspired the founding one hundred and twenty-five years ago by Father Junipero Serra of that famous series of missions in California. The party felt a great respect for the enthusiasm and religious fervor of those old monks whose great civilizing work was done under severe hardship. This mission is one of the few still maintained, and restorations in the buildings are being made with good taste. The tropical and desert garden delighted the visitors and the men were admitted to the sacred inner garden which women are not shown. As some of the party took photographs of this charmed enclosure, the curiosity of the ladies will be in part satisfied later by these pictures.

A delightful feature of the afternoon's entertainment was a tea at the home of Mrs. F. B. Linn, the librarian. The semi-tropical garden where heliotrope grew on trellises over the second story of the house was the wonder and envy of the New England members of the party.

A day's ride brought the party to Mon-

terey over a route partly along the shore and partly in the mountains, a trip cool and free from dust owing to the burning of oil in the locomotives. At Hotel Del Monte, Monterey, the party stayed a day and two nights enjoying the delights of this famous hotel with its wonderful desert garden of cacti, its groves of pines and live oaks, and its tropical ferns and palms. Its bewildering maze fashioned like that of Hampton Court allured and then perplexed the visitors. Automobiles whirled the party over the Seventeen-Mile Drive along the shore through the funereal and aged cypress trees whose origin is unknown. On the way the public library and citizens of Pacific Grove entertained the party with one of the many examples of California hospitality. In rambling about Monterey a glimpse of the old Spanish influence was seen in the old adobé buildings and general air of drowsiness which pervaded the town. Objects of interest were the house in which Stevenson lived in 1878 and the oak under which Father Junipero Serra took possession of California in the name of Spain.

A few hours' ride from Monterey through impressive mountain scenery brought the party to Santa Cruz where the hospitality of the citizens was enjoyed at lunch in the Big Tree Grove. The big trees surpassed in size and majesty the pictures of the imagination and were surpassed only by the tall stories of the marvels of California with which we were regaled at the lunches or dinners where our California friends dispensed hospitality. The lunch at Santa Cruz was no exception to the rule. We had seen so many wonders by that time, however, that we believed all the marvelous tales.

At San José, the next stop, the semi-tropical trees and plants were interspersed with the familiar trees and flowers of the north. Here we found ourselves in a belt of fertile country, the Santa Clara valley, famous for its wine and small fruits, such as prunes and peaches. Speeches of cordial welcome by San José citizens warmed our hearts. The next day we were taken by trolley through the farming towns of Santa Clara valley to Leland Stanford Jr. University. After a visit to the Palo Alto public library and an inspection of the beautiful university buildings in the mission style of architecture, we partook of lunch served by the Stanford Library Club and listened to cordial speeches of welcome by our hosts with felicitous replies from our party. A few more hours of travel brought us to San Francisco, where we were housed in the magnificent Fairmont Hotel.

A visit to Chinatown seemed the proper entertainment for the evening. Parties of twenty-five were arranged with two guides, one to lead and the other to guard the rear and lend a spice of danger to the expedition by admonitions not to stray from the party. Frequent countings of the party indicated the anxiety of the guides that none should escape on the way and thereby be relieved of the necessity of paying a good silver dollar for the experience. Interest was divided between the strange objects arranged by the wily orientals for our entertainment and the picturesquely incorrect language of our Irish-American guide who showed us with equal zeal and naïveté "sacreligious" prayer urns in joss houses and a fake Chinese wooden tenement, said to be the only one allowed to be built since the fire and maintained no doubt by the city or the hotels to satisfy the curiosity of the tourists. The ladies were sadly disappointed in the expedition. They saw nothing to shock their moral sensibilities. The air even in the fake opium joint was fairly good and dirt was no more in evidence than in the foreign quarters of any large city. We were cheered, however, by the assurance that before the fire things were immeasurably worse.

The entertainment furnished next day by the San Francisco library people and Board of Trade was one of great delight and satisfaction. Automobiles took the party through the residential sections with their many fine dwellings erected since the fire and through the Presidio and Golden Gate Park with their fine views of the beautiful harbor. The park was a marvel of natural beauty, and was admired the more when it was known that it had been made

in a few years from an unpromising waste of sand. The making of this park is characteristic of the energy and indomitable will of the California people in conquering the desert and converting it into smiling gardens or fertile farms by the magic of irrigation. At the end of the ride, after inspecting the temporary headquarters of the public library, simple but effective in its arrangements and indicative of the great recuperative power of San Francisco after the fire, the party were entertained at lunch at the California Club. After an appetizing lunch and kind words of welcome by our hosts, the party took the boat for Mt. Tamalpais. The sail across the bay and the ride up the mountain were greatly enjoyed, as the air was clear and the view from Mt. Tamalpais was especially fine. The view can probably not be equalled in beauty, including as it does the cities of Berkeley, Oakland and San Francisco, the magnificent bay dotted with islands, and the Pacific Ocean.

The next day Berkeley and Oakland entertained the party with a sail across the bay to Oakland, a trolley ride through the city, and a visit to the interesting public library and the art museum. A lunch was given at Piedmont park by the Oakland people and then a short trolley ride brought the party to the University of California at Berkeley, where welcome was given in the Greek theater. The library of the university was being moved into its new building and this novel sight was of great interest. The fine new building was greatly admired both from the architectural viewpoint and for its adaptability to use. Returning to San Francisco the party divided, about fifty-five taking the train that evening for the Yosemite Valley, the rest leaving San Francisco the next morning for Sacramento and the East.

The Yosemite party awoke the next morning at El Portal, had an early breakfast at Hotel Del Portal and then started on a stage ride of about fifteen miles into the valley. The road followed the course of the Merced River, sometimes along the face of a cliff at a dizzy height above the river, and sometimes through a bit of quiet meadow or stretch of forest. The mountains soon began to pile up precipitously and hem in the road, and the views became grander, culminating in that of the great El Capitan, a cliff rising 3,300 feet above the valley. The road then wound along the level floor of the valley for several miles to Camp Ahwanee, where about half the party found delightful quarters in tents. The rest went on to the Sentinel Hotel at the center of the valley. Camp Ahwanee with its outdoor life, its great campfire at night, and other sylvan delights, was called the best place in the valley until a lizard was discovered in one of the beds. This visitor was harmless, but the care with which the beds were scrutinized at night after that chilled the enthusiasm of some of the ladies for camp life. Three delightful days were spent in the valley with climbs by the more strenuous either by mules or on foot to Glacier Point and Eagle Peak, or quiet drives through the valley to Mirror Lake, Bridal Veil Falls, and Yosemite Falls. All were loath to leave the valley.

The detour from the Yosemite Valley to visit the Mariposa big trees was made by only one member of the party, the patriarch. The sight of the trees was declared by him to amply repay him for the eighteen hours he passed in a stage on two successive days. He reports that the trees were all accounted for and as described in the guide book, and that they all seemed to be older than he is.

The return trip by rail along the Merced River was made by daylight that the party might marvel at and be thrilled by the engineering feats in railroad building.

From Merced to Sacramento the road passed through fertile valleys, and glimpses were caught of the energy of the county library workers, some of whom boarded the train at Merced, Modesto, and Elk Grove with words of welcome and gifts of flowers and the characteristic fruits. Cherries were offered in abundance everywhere, and at Elk Grove in addition to marvelous roses and sweet peas, the ladies handed each one a huge lemon.

At Sacramento the Board of Trade took

the party in automobiles about the city and into the country over perfect roads allowing time for a visit to the state and public libraries and giving a chance to see a gold dredger at work. A dinner given in the evening by the Sacramento library people was a fitting climax to the many expressions of hearty welcome given in California.

That night the majority of the party left for the East to visit on the way more wonders in Utah and Colorado. A few of the party returned by way of the Northwest. This small party went north by the Shasta route through a rugged mountainous country with the magnificent snow-capped Mt. Shasta in sight nearly all day. A short stay was made in Portland to visit the fine public library and enjoy the Rose Festival. The substantial character of the city and the finely equipped, progressive library appealed particularly to the visitors. A few hours' ride brought the party to the two great cities on the wonderful Puget Sound—Tacoma and Seattle, rivals in beauty, trade, progressiveness and library equipment. Several very pleasant days were spent by some of the party in these two cities, enjoying the bracing air, the glorious views of the mountains, and trips on the Sound. The hospitality dispensed by the librarians and their assistants was most cordial and the libraries were pronounced models of progressiveness and efficiency.

Several of the party made a detour into a foreign country and enjoyed the charming bit of old England which they found in Victoria, B. C. The librarian of the province in his light-hearted way made all wish their stay could be longer.

The Northwest was left with much regret. The charm of its cool climate, the wonders of its fertile soil, and the beauty of its luxuriant vegetation, its great forests, and its rugged mountains made all want to revisit this great empire which, it is prophesied, is destined to be the future home of the Anglo-Saxon race.

The party broke up in the Northwest, the different ones returning over many different routes, some by way of the Canadian Rockies, and some by way of the mountains of Idaho and the Yellowstone Park with stops at Spokane, St. Paul and Chicago, where libraries were visited and hospitable welcome was extended by the librarians. J. G. M.

Party No. 1—Eastward Trip

"For to admire an' for to see,
For to be'old this world so wide,
It's always done some good to me
And I can't drop it if I tried."

—Adapted.

Judging by the difficulties in assembling the first A. L. A. party for departure at the various stops on the return journey, each person had applied Kipling's last line to the cities of our hosts. It was reported that applications for library positions were strewn broadcast from Sacramento to Denver, and also that certain members of the party might waive their aversion to the married state, should suitable local talent with the necessary requisites in the way of bungalows present themselves.

Leaving San Francisco the morning of June 3d, our first stop was at Sacramento, which proved one of the most pleasant surprises of the trip. We were met at the station by the members of the state library staff and escorted to the beautiful home of Mr. and Mrs. Gillis, where lunch was served. We were reminded too soon that we were still librarians by the arrival of the car to take us to the state library, where a number of new devices attracted our attention. Later in the afternoon motor boats were placed at our disposal for a trip up the river. The mistletoe on the banks was not needed to explain the popularity of the river; the natural scenery itself was sufficient. Dinner at the hotel with impromptu speaking closed a day that will never be forgotten. On the way to the train many stopped to visit the public library and to bid farewell to the staff.

Monday morning found us at Salt Lake City, which impressed one as combining the hustling activity of the West with the culture of the East. In the morning after a visit to the library of the university and the public library, we were taken in auto-

mobiles around the city, and up to Fort Douglas, where the view of the valley, the lake and the mountains was magnificent beyond description. Lunch was enjoyed at Saltair on the lake, or rather over the lake. Upon return to the city opportunity was given to hear the wonderful organ at the Tabernacle. Some of the more venturesome returned to the lake for a bath. The cordiality and the courtesy with which we were entertained by the trustees of the public library were greatly appreciated.

The trip from Salt Lake City to Manitou was remarkable for the scenery and the dust on the observation car, the only gift we received that failed of appreciation. Manitou gave an opportunity for two days of rest for those who did not wish to explore. Cheyenne Canyon on burro back, Pike's Peak and Colorado Springs attracted many.

Denver was our last stop, and after a visit to the library, a trip around the city and dinner at the Country Club, we climbed into our Pullmans, resolved that the next trip to the Coast should find all of us present. C. H. B.

Party No. 2—From Departure from Sacramento, East

About thirty-five of us in two special Pullmans left Sacramento at bedtime on June 7th and on Thursday, June 8th, we awoke in Nevada and saw Reno from the windows of our dining car without missing any of our number. After this the only event of interest during that day was the parting of one of our ladies who insisted on being put off at a small station in the desert called Mill City, where neither mill nor city were visible. Her brother was waiting for her at the station and we felt much relieved on that account, for the region did not look promising for a tenderfoot even though she had had much practice on mule-back while with us.

Early on the morning of June 9th those who were fortunate enough to wake early or who roomed near the lady with the alarm clock saw the Great Salt Lake in all its glory from the Pullman windows as the train traversed the long "cut-off" which has been filled in for miles across the northern part of the lake. In time we arrived at Salt Lake City, where a good breakfast soon put us in trim, so we were easily persuaded to walk two blocks and trolley out to the University grounds under the guidance of Miss Nelson, the librarian. The surrounding snow-capped mountains were of as much interest to us as the University buildings and the sightly location. Shortly after 10:30 all were at the public library, where Miss Sprague, the librarian, and her trustees took us in charge and after a short tour of inspection in the library, "autoed" us all over town through the rows of Lombardy poplars and splendid residences till we began to think that after all we might come here to live instead of Pasadena as was determined upon when we left Southern California. Not content with showing the city, our hosts took us to Saltair to a happy luncheon on the Great Salt Lake, and three hardy members of the party took a swim under the escort of one of the resident ladies. It was most enjoyable in spite of the fact that all the rest of the party looked on from a point of vantage nearby and mentally put us down as the "too fresh" members. Our dip removed that stain from our character and at luncheon we could dispense with the salt cellars, a shake of the head being entirely sufficient to flavor anything near by. Then, to end the day, a special organ recital was given for us at the Mormon Tabernacle and much enjoyed by all. We here parted from the lady-with-the-Scandinavian-reach, but we found a former member of our party who had come on this far by himself, so our number was still intact.

June 10th will long be remembered for its Rocky Mountain views. All day long we threaded tunnels, climbed passes, and descended canyons until all were satisfied as to the extent and grandeur of Colorado's Rockies. That night we were comfortably settled at the Cliff House at Manitou, where our long expected trunks were in the rooms all ready to greet us. We found here and enjoyed a round-robin letter from Party No. 1.

Sunday was given up to a beautiful drive in the morning through Williams Canyon to the Cave of the Winds and thence into the Garden of the Gods. The Cave was wonderfully worth the trouble and expense, and of course the Garden came up to expectations. We were very glad to learn that recently this natural wonder place had been acquired by the city of Colorado Springs. That afternoon was free for individual trips and some went up the incline, some did Pike's Peak, while others visited Crystal Park and a few drove to South Cheyenne Canyon and the Seven Falls, sadly commercialized now, the visitor being importuned to sit upon a 46-year-old burro and have a group taken with the Falls as a background.

Monday, June 12th, twenty-seven planned a trip to Cripple Creek over the "Short Line" noted for its scenic route along the mountain sides, climbing until nearly 10,000 feet above the sea level. A special car was put on the morning train for us and we all thoroughly enjoyed the winding road and its many views of peak and plain. At Vindicator Junction, by previous arrangement, we left the train and took a trolley along the upper circuit among the mines and shaft houses. A thunder shower gave pleasant variety and the distant sunny snow-capped Sangre de Christo Mountains beneath the curtain of the rain clouds will long be remembered. After a good dinner at the Imperial and a walk down the main street of Cripple Creek, we took the train back, and would that here might end the description of our travels, for a few miles from Colorado Springs our special car without warning turned over on its side—providentially picking out about the only place on the line where the shelf was wide enough to hold it without rolling down several hundred feet. In the crash of breaking glass and splintering wood our party never uttered a groan or a cry, a truly wonderful thing, and as we gradually extricated ourselves, cut and bruised, and assembled on the bank, it was found that eight were quite badly hurt and a lady, not of our party, was crushed to death and a gentleman who had asked if he might ride in our car was badly cut and bruised. After twenty minutes the wrecked car was uncoupled and we were taken to Colorado Springs, where six went to the hospital and the rest were able to return to the hotel at Manitou, where nurses and the doctor awaited us. Our Denver stop scheduled for the next day was reluctantly abandoned, and by the evening of June 13th all were able to resume the journey home except two whom we left with two others to care for them at St. Francis Hospital at Colorado Springs. These sufferers returned East ten days later, and were at last accounts improving rapidly.

F. W. F.

AMERICAN ASSOCIATION OF LAW LIBRARIES

Sixth Annual Meeting at Pasadena, Cal., May 18-24, 1911

When it was learned that the American library association had decided to meet at Pasadena in May, there was a strong feeling on the part of many members of the American association of law libraries that it was inadvisable to meet at the same time and place because the distance from the center of the country was so great, and because sessions during May of courts and legislatures would prevent many from attending.

The conference, although smaller than usual, was most gratifying, showing as it did an interest in the work of the Association on the part of many who had never met with us before, and giving others an opportunity to make new acquaintances and to learn of library activities which had not before come to their attention.

Lack of space makes it impossible to give detailed accounts of all the papers and reports presented. These will be found **in extenso** in future numbers of the Law Library Journal, which is published as a supplement to the Index to Legal Periodicals. The issues of this publication can be secured from the Secretary, the subscription price being $5 a year.

There was presented a valuable paper on Ohio Reports by ex-President E. A. Feazel, of Cleveland. The information contained in this paper will be of great use to law librarians, giving as it does a key to the confused series of Reports published in Ohio.

Vaseline treatment of leather bindings was minutely described by Dr. G. E. Wire, who is an expert on matters of binding. Those institutions, whether general libraries or law libraries, having many sheep bound books, will do well to examine this paper.

Mr. O. J. Field, Clerk of the Department of Justice, made two contributions to the program, one being the history and functions of the Department of Justice, a most interesting and enlightening paper which should be of general interest at the present time. The other contribution was a report made by him as Chairman of the committee on the bibliography of Latin-American laws. With the rapid growth of commerce with these countries, has come an increasing demand for information as to their laws, legal institutions, etc. In the past it has been impossible to secure such information, except on the rare occasion when some specially qualified scholar has made a trip to those countries and has found time to look into the matter. There is no organization in the law book trade in those countries, and seldom does one bookseller handle the publications of another. It was to meet this condition that the Committee was appointed. Some time ago a carefully drawn circular letter in Spanish was sent to universities, bar associations, etc., throughout Latin America asking for bibliographical information, and information as to booksellers from whom the works could be secured. Only two replies were received to this first effort, which well illustrates the difficulty of securing either books or information. One of the replies, however, was from Juan B. Barrios, Secretary of the Academia Colombiana de Jurisprudencia. It was a thorough bibliography of Colombian laws and outlined the kind of information which librarians—particularly law librarians—need.

There was submitted an interesting report on the reprinting of session laws, showing just what states had undertaken the work, how far the work had been completed, and what states were contemplating such reprinting. It was the sentiment of the Association that such work

be encouraged, as it was considered impossible for any institution to build up a complete collection of original editions.

The National legislative reference service, which was started in 1910, was not continued during the current year on account of lack of sufficient subscribers. This much-regretted discontinuance, it was hoped, would be only temporary, and the joint Committee with the National association of state libraries was continued, with instructions to do what was possible to make the service permanent.

There were other papers and reports on the following subjects:

Law and legislative library conditions in Texas.

The use of Library of Congress cards by law libraries.

The training of law librarians in library work.

Bibliography of bar association proceedings, being the results of the study by Mr. Francis Rawle of Philadelphia, who allowed the Committee to use the data which he had secured by careful investigation covering many years.

The Association made a protest against the custom in the Federal courts of charging fees for copies of opinions. A committee was appointed to report upon some method whereby law libraries could secure the decisions more cheaply.

The death on May 11, 1911, of Mr. A. H. R. Fraser was reported. Mr. Fraser was librarian of the Cornell University Law School, and one of the leaders in the law library profession.

It was reported with regret that Mr. Gilson G. Glasier had resigned as editor of the Index. His self-sacrificing and efficient editorship was commended by suitable resolutions.

The following officers were elected for the coming year:

President, George S. Godard, state librarian of Connecticut; 1st Vice-President, Frederick W. Schenk, law librarian, University of Chicago; 2d Vice-President, Miss Gertrude E. Woodard, law librarian, University of Michigan; Secretary, Franklin O. Poole, librarian of the Association of the Bar of the City of New York; Treasurer, E. Lee Whitney, asst. librarian, Vermont state library; Members of Executive Committee; Gilson G. Glasier, state librarian of Wisconsin; Ethelbert O. S. Scholefield, legislative librarian of British Columbia; Thomas W. Robinson, librarian, Los Angeles County law library.

LEAGUE OF LIBRARY COMMISSIONS

Eighth Annual Meeting, Pasadena, May 19-22, 1911

FIRST SESSION

Friday, May 19.

The first session was a business meeting, held Friday, May 19, at 8:15 p. m. with the president, Miss Clara F. Baldwin, in the chair. The secretary being absent, Miss Guess Humphrey, of Nebraska, was asked to act as secretary. The report of the secretary-treasurer was read and approved. A report of the sectional meetings held in the winter of 1911 at Chicago and Boston was read. Mr. Milam, in the absence of Mr. LOUIS R. WILSON, chairman of the committee on second class postal rates for Commission bulletins, read the following report:

REPORT OF THE COMMITTEE ON SECOND CLASS POSTAL RATES ON BULLETINS

In behalf of the committee appointed to secure second class postal rates for commission publications, I wish to report as follows:

1. That under the existing laws it is held that commissions are not entitled to the privileges desired.

2. That after correspondence with the Chairman of the Postal Committees of Congress of 1910-1911, it became evident that no legislation favorable to commissions would be enacted.

3. That inasmuch as the Congress now in session is assigned special duties, it will not be able to give the proposed matter consideration.

In view of the fact that no action has been taken by Congress, the committee wishes to offer the following recommendations:

1. That the League, in connection with the A. L. A., continue its endeavor to have library commissions and public libraries placed in the list of institutions entitled to second class postal rates.

2. That a committee appointed to represent the League be instructed to push the request at the coming session of Congress in December, and that it be empowered to call on the various commissions to co-operate with it in waging an active campaign in behalf of the measure.

3. That the committee ask merely for an amendment to the present law by which library commissions and all public libraries may be placed on the list mentioned.

LOUIS R. WILSON,
Chairman.

In the absence of Mr. A. L. Bailey, chairman of the committee on a library post, Dr. B. C. Steiner, chairman of the A. L. A. committee on federal relations, was called upon to report the present status of this matter. Dr. Steiner presented a clear outline of the problems involved in the question of a library post, book post or parcels post. A discussion followed in which the opinion seemed to prevail that a library post was the most desirable, since it allowed no special privileges to commercial interests. A motion was made by Mr. Milam that the committee on postal rates be instructed to make a definite report to members of the League within the next two months, as to what is wanted in the way of postal rates. The motion carried. On the motion of Mr. Dudgeon, it was voted to retain the committee on library post and to instruct it to confer with the A. L. A. committee as to the best method of bringing about a lower postal rate on library loans.

Mr. CHALMERS HADLEY presented the following

REPORT OF COMMITTEE ON LIBRARIES IN FEDERAL PRISONS

For nearly two years your special committee on libraries in the United States penitentiaries has endeavored to improve the conditions in these libraries. It is a

cause of regret to the chairman that more definite results have not been secured during that time, but he believes that the preliminary work, which has been considerable, will prove valuable in future action which the League may take.

Without repeating at too much length, members of the League may be reminded that at the Bretton Woods Conference this committee was empowered to investigate conditions in the United States penitentiary libraries and to take action for their improvement. Personal visits were paid to the various penitentiary libraries by members of your committee and others. During the year 1910 various changes were made in the Department of Justice in Washington, which Department has supervision of the penitentiaries, including their libraries. Much time was therefore consumed in getting new officials in Washington informed as to the penitentiary libraries.

It became evident a year ago, that the Department of Justice seemed not to be impressed with the desirability of special attention to the penitentiary libraries, other than had been given them in the past. Therefore at the mid-winter meeting of the League held in Chicago last January, the chairman of your committee was empowered to have a bill introduced in Congress providing for better financial support of these penitentiary libraries, and it was agreed that when this bill was introduced, the co-operation of all library commissions in the country should be secured to further the passing of the bill. Immediately upon the adjournment of the League in January, it was discovered that congressmen could not easily be persuaded to make a special appropriation except through the Department of Justice, and that the Department budget for 1911 was already made up.

Mr. Walter I. Smith, a member of the Way and Means committee, was written to by your chairman and Mr. Smith replied as follows:

"I have your letter of January 9th. Congress is, as a rule, unwilling to make any appropriation for the support of Federal institutions not recommended by the proper officials in charge, and ordinarily it will not exceed the estimates sent by the Department of Justice for the support of penitentiaries, nor would the committee on appropriations recommend increase of miscellaneous expenses in excess of that recommended by the Department of Justice in the hope that it would be spent for libraries when it might be spent for anything else. I would not say that it was probable that you could accomplish anything now in this session on this subject but would regard the most hopeful method of procedure to be for you to try and get an estimate for the next year's bills directly for libraries in the penitentiaries."

Other officials at Washington were approached but all agreed that it was quite futile to get a bill passed by the last Congress at that particular time. The president of the League stopped in Washington and inquired as to the possibilities for the proposed legislation and with the chairman of the committee agreed that it would be unwise in the face of certain defeat to try to secure this legislation at this time.

When it became evident, however, that the co-operation of the Department of Justice was so important, a final appeal was made to the Department to which the reply was received last January from the Acting Attorney-General which was in part as follows:

"As I wrote you June 18, 1910, the Attorney-General, under whose authority this appropriation is disbursed, is empowered to incur such expenses for library books as he deems proper and it is not thought that any change is necessary or advisable. Under this sub-appropriation the Attorney-General is authorized to purchase as many books as in his judgment are required. Should the appropriation be found at any time insufficient for the purchase of an ample supply of books, the Department in submitting its estimates of appropriations to Congress would ask for an increase in this sub-appropriation. It has never been found necessary or advisable as yet to ask for any increase for this purpose, and I am of the opinion that no increase is necessary."

Two librarians, Mr. Hopper of Tacoma, and Mr. Lucht of Leavenworth had, in the meantime, visited the libraries at McNeil Island and Ft. Leavenworth respectively. Mr. Hopper reported that the warden was anxious to improve the library conditions and gave him permission to withdraw and destroy a number of undesirable books on the library shelves in the penitentiary. Mr. Lucht reported that the Ft. Leavenworth penitentiary seemed to be trying to aid the prisoners through the library, but that the methods in vogue were obsolete and that as two men occupy a cell together, only the one in the upper berth could get sufficient light from the electric bulb in the ceiling to do any reading. The warden at Ft. Leavenworth hoped that later a reading room could be opened when privilege can be given to trusted men to make use of this room. There is no card catalog of the books and there is no fixed appropriation for the library. No new magazines are subscribed for, and no special efforts seem to be made to induce the men to read or to direct their reading. The chaplain who selects their books has none of our aids in book selection.

Following this information from the two librarians, the chairman of your committee then wrote to the Department of Justice and asked for information regarding certain conditions in the penitentiary libraries, not for the information itself, but to show the Department of Justice that the library conditions of the penitentiary libraries were not in the excellent shape that the letter of January 12 written by the Department would seem to indicate. These questions were replied to at length by the Department on February 9 in part as follows:

As you have been heretofore informed, the Department does not ueed larger appropriations from Congress merely for the purchase of books for the prison libraries, for the reason that the item of books is included with other items in the general appropriation, and therefore the Attorney-General can allow as much of this sum as he thinks necessary for the purchase of such books as may be selected for the use of the prisoners at the Federal penitentiaries.

Up to the present time no special plan has been adopted with regard to the purchase of library books. Some time ago the attention of Congress was called to the necessity of providing teachers for the prison schools, but Congress did not accede to the request and we have at present no school teachers in the penitentiaries, other than the chaplain and now and then a guard who is more or less accomplished in teaching.

The total amount expended for books for the Federal penitentiaries during the past few years is extremely small. There have been contributions to the prison libraries on the part of people living generally in the neighborhood in which the institution is located, and these books have been placed in the library for the general use of the prisoners.

In reply to your direct inquiries, the following information is given as to each institution. I will first recite your question and then give the answer for each of the three Federal prisons, using the abbreviation "L" for Leavenworth, "A" for Atlanta and "M" for McNeil Island.

1. Does the one who purchases the books of the penitentiary libraries have any special training or experience in this work so as to guarantee financial economy in these purchases?

(L) All purchases that we are permitted to make are by order of the Department subject to the lowest bidder, other things being equal.

(M) Practically all books for the prison library are donated; few, if any, purchases have been made.

(A) No books have been purchased for the library in this penitentiary.

2. What are the principles of selection on which the books purchased for the penitentiary are based?

(L) Educational, reformatory, and recreational.

(A) We have made no selection further than to cull from the books which have been given us those which are suitable for use here.

(M) From the books donated any that are thought objectionable are destroyed.

3. Are the books in the library designed to provide reading along any special lines, if so, what lines?

(L) We have a few books of a technical character, especially along the lines of carpentry, plumbing, electricity, and farming.

(A) We have not yet formulated a design because in order to obtain any books we have been compelled to accept all that were suitable for our use.

(M) The books in the prison library are designed to provide entertaining and instructive reading.

4. What ratio, if any, exists between the number of books of a recreational nature and those of an educational nature?

(L) It is difficult to say.

(A) No fixed ratio for the reason stated in question 3.

(M) About 93 per cent of the hooks in this library are fiction, 7 per cent educational.

5. What per cent of the books circulated are fiction?

(L) About 65 per cent.

(A) As a large per cent of the books received were fiction, a large proportion of those read have been fiction, although we are unable to state the exact proportion.

(M) Practically 95 per cent of the prison library books circulated are fiction.

6. Is any ratio maintained between the number of volumes in the library and the number of prisoners?

(L) No.

(A) As our library is the result of gifts no ratio has been attempted.

(M) No ratio is maintained between the number of volumes in the library and the number of prisoners.

7. Are any means taken to interest the prisoners in the books, especially those prisoners who have not been in the habit of reading?

(L) Only in a general way.

(A) Yes. We have adopted various means to create an interest in reading, in addition to establishing a school for the purpose of teaching illiterates.

(M) A library catalog in each cell. The librarian calls at each cell every evening, distributes and exchanges books and magazines, and inquires of each prisoner if there is not some reading matter he would like supplied from the library.

8. Are special books provided for prisoners who have a better reading knowledge in some foreign language?

(L) None.

(A) No, excepting text-books.

(M) No.

9. Are the prisoners given any assistance in their endeavors to progress along certain lines; along those lines which will be of assistance in helping them to employment when they are released from prison?

(L) This could not be done here to any extent, as we have no school.

(A) Yes, such as our limited library and facilities will afford.

(M) Present facilities are meager for affording prisoners opportunity for study along given lines.

10. Are dictionaries and other necessary reference books provided for the use of the prisoners?

(L) Yes.

(A) Only such have been provided as have been received in the form of gifts from interested people on the outside.

(M) Dictionaries and general reference books are poorly and meagerly represented in the prison library.

11. Is any attention given by the prison officials to see whether the books donated to the libraries are objectionable in character?

(L) Yes.

(A) Yes; no book is admitted to our library until it has been read and approved by one of the prison chaplains.

(M) Yes.

12. In what condition are books, and how often are they cleaned and repaired?

(L) In good condition for the most part, though some are old and shelf worn. They are repaired whenever necessary and frequently cleaned.

(A) They are generally in a more or less dilapidated condition when we receive them, and constant use does not improve their condition. We repair them as well as

we can, but there are probably 5,000 volumes in our library which should be consigned to the furnace because of their bad condition.

(M) The books in the library are in good condition. They receive daily attention as to cleaning and repairing.

13. Have the libraries in the penitentiaries any particular place in the scheme for helping the men or are they merely incidental?

(L) The latter.

(A) Rule 57 provides that the chaplain shall have charge of the penitentiary library and see that no improper or sensational books or publications are admitted therein. This rule implies that a prison library is eventually intended, but thus far the government has not provided any books for the library.

(M) The intent of the prison library is to be of an elevating, instructive, and entertaining help to each prisoner.

14. Is there any way to tell whether the libraries have been of assistance to the prisoners, or of knowing whether there has been development in the use of books?

(L) Yes, the demand for reading matter; the increased circulation; the call for books of reference, etc.

(A) The Department's letter of June 18, 1910, answers this question as to the Atlanta penitentiary.

(M) The records kept by the librarian afford knowledge as to the development in the use of the prison library books, but there is little, if any, way of telling if the library has been of assistance to the prisoners.

The Department fully appreciates the importance of providing a library along modern, scientific lines, and any recommendations you may have to make upon the subject will be given very careful consideration by the Department.

(Signed)

J. A. FOWLER,
Acting Attorney-General.

Your chairman believes that the Department at Washington is concerned regarding the welfare of the prisoners and is friendly to suggestions for improving library facilities for them. The keynote regarding its position is found in the letter just read, namely, "Until Congress provides a system for the education of prisoners, it is not seen how any successful efforts can be made looking towards the furnishing of a properly arranged library for the prisoners."

Your chairman believes that while a library can be of greatest value in an educational system in the penitentiaries, that its usefulness is in no wise dependent on such a system; that the reading of recreational and inspirational books alone would more than compensate the penitentiary for their cost; and that there are hundreds of prisoners of education who are not dependent on a special system for the enjoyment of reading. The greatest value of books will not be secured until they are in charge of skilled persons who can select them most intelligently and make their contents accessible through modern library methods, but it is a disgrace that a wealthy nation should limit the reading, even of its prisoners, to books that frequently are filthy and in rags, and which are largely chance contributions by visitors.

The chairman of your committee recommends that a bill be introduced into the next Congress for an annual appropriation for books and their care in penitentiary libraries. Even if Congress adhere to the rule that requests come through the supervising department, it is believed that the publicity which would be given through discussion would be of great value in improving penitentiary libraries.

In resigning from the Committee the chairman recommends that the present Secretary of the A. L. A. be appointed on the committee with another member who lives in or near Washington.

CHALMERS HADLEY, Chairman.

Mr. Dudgeon moved that the committee on libraries in Federal prisons be continued and that steps be taken to co-operate with other associations such as the National Prison Association to push along the work along the lines suggested in Mr. Hadley's report. The motion carried.

Mr. Dudgeon read the report of the publications committee in the absence of the chairman, Mr. R. P. BLISS. The report was as follows:

REPORT OF THE PUBLICATIONS COMMITTEE

At the Mackinac meeting several matters were referred to the committee for action and these will be treated in order.

It was voted that the Publications Committee confer with the A. L. A. Publishing Board in regard to the relations of the two bodies. This was taken up immediately after the summer meeting. After some conference it was decided that thePublications Committee of the League should be considered as an advisory body by the Publishing Board. If it decides that a certain publication is needed it will recommend it to the Board, which will issue it through the A. L. A. Headquarters. It was also decided that the A. L. A. should take over all of the publications of the League now in print and sell them with other library publications at Headquarters. This will centralize the sale of all such things and prevent any doubt as to where they will be found. In accordance with this decision, the following pamphlets were sent to A. L. A. Headquarters: List of magazines for small libraries, Anniversaries and holidays, and the List of stories to read aloud, together with a few unimportant items. Hereafter, inquiries regarding these should be addressed to the A. L. A. office in Chicago.

In this latter arrangement an exception was made of the Suggestive list of books for children. It transpired that the Publishing Board was issuing a somewhat similar list and it was feared that if they were sold together there might be confusion. Your committee therefore arranged with the company which was printing it, to attend to the sale of the Suggestive list. All communications regarding this should be addressed to the Democrat Printing Co., Madison, Wis. They have fixed the price at $15.00 per hundred copies, single copies will be 25 cents. Those of you who have seen the list will agree that this is a very reasonable figure for such a piece of work. The commissions had subscribed for fourteen hundred copies before it was issued.

The matter of study outlines was referred to this committee with power to appoint a subcommittee to investigate and report at mid-winter meetings. Following these instructions Mr. M. S. Dudgeon of Wisconsin, Miss Grace Betteridge, of New York, and Miss Margaret Brown of Iowa, were appointed a subcommittee to consider the matter. They reported in January that they were not ready to make a definite report but were inclined to recommend outlines based on the use of one book as a text-book with only a few references to other books..

In accordance with the action of the League at Mackinac, the Handbook was prepared with the idea of its being used for some time without reprinting. Hereafter, the annual issues will contain only statistics and new material. By this means, it is hoped to reduce the cost of this publication.

One matter which your committee has been seriously considering is the possibility of preventing the duplication of effort and expense in preparing and printing lists of books and other material. The situation as it exists to-day is illustrated by our experience with the Suggestive list of children's books. At the Mackinac meeting the question of having this published by the A. L. A. Publishing Board was presented to them and it was learned that they were on the point of issuing a similar list. While we were corresponding with various commissions to ascertain the number of copies of our list that they would need, one secretary replied that they would not need any as they were about to issue a list of their own. At the same time that the A. L. A. list made its appearance, its editor issued still another with the imprint of her library. Here we have four lists, similar in purpose, in preparation, all making their appearance at the same time. Would it not have been better if these four persons had been at work on different problems instead of one? This is not an exceptional case but well

illustrates a condition which should be changed. There are problems enough for all and there should be something done to secure a wider distribution of effort.

With this in mind, we wrote to a number of commissions asking them to send us, on cards, in the form of subject entries, titles of any material which might be of help to others and which they can supply. In reply to this request many cards have been sent and there is at the office of the chairman of this committee the beginning of an index to such material as is in print. At the same time we asked for subjects on which pamphlets might be useful and received several answers. These will be gone over and if it seems wise will be assigned to members of the League to prepare for publication. Some of the subjects are as follows:

Suggestive list of one thousand books, revised annually.

List of children's books to be kept up to date.

A discussion of the library budget.

Reprint of Soule's Library rooms and buildings.

Plans for small library buildings costing less than $5,000.00.

List of books for penal institutions and hospitals for the insane.

List of books in elementary English for use with immigrants.

It will probably be found that some of these topics are impracticable, but others will be made use of. Your committee would suggest that if commissions, or librarians, feel the need of material on any subject they write us and we may be able to tell them where they can find what they want, or it may be a hint to us to go to work and put something in print.

The Eastern section of the League at its meeting in Boston, requested this committee to ascertain each year what lists the various commissions had published or were preparing to publish. Nothing has been done with this as yet but it should be kept in mind and such information secured. It was also suggested that the Committee issue a circular containing news which might be of interest to the commissions. As we could not see just what was desired it was decided to wait for more light before undertaking such a work.

Recently it was learned that the Wisconsin Commission was printing in the current number of their Bulletin a list of material on sociological topics which could be secured at little or no cost. As the list was very good, the A. L. A. Publishing Board was asked to issue this for general use. This has been arranged for and it is advertised at three cents each for ten or more copies. Commissions will find this a very useful list.

The Massachusetts Commission is issuing a revised edition of Miss Zaidee Brown's Directions for the librarian of the small library. This will not take the place of Miss Stearns' Essentials in library administration, but will give the main points in a more concise statement and will probably be more useful in many places. This has also been reprinted by the Publishing Board.

The need of a list of books for use in penal institutions and hospitals for the insane has been considered, and Miss Carey, of the Minnesota Commission, was asked to undertake such a work. She has not completed the work as yet but is making careful preparatory investigation. We feel sure that when this list is published it will be well worth while.

ROBERT P. BLISS,
Chairman.

Mr. Dudgeon asked that the consideration of the amendments to the Constitution be deferred until the next meeting.

On the motion of Mr. Hadley, it was voted that Mr. D. C. Brown of Indiana be delegated to represent the League at the National Conference of Charities.

The president announced as a nominating committee Miss Margaret Brown, Miss Isom, and Miss Allin. The meeting then adjourned.

SECOND SESSION

Saturday, May 20.

At the opening of the second session of the League, held May 20, at 8 p. m.,

the president called to the chair Miss Cornelia Marvin, of Oregon, who conducted a round table on the relation of library commissions to educational extension. Miss Marvin introduced the subject briefly, dwelling on the importance of encouraging the establishment of civic center and public question clubs, especially in the western states, where the initiative and referendum has placed larger responsibilities on the people. Miss Marvin read a number of letters from Commissions not represented, telling what they were doing in encouraging and directing educational extension.

The first topic taken up was Plans for definite work with organized agencies and Mr. Milam of Indiana opened the discussion on civic centers and public question clubs. Mr. Milam thought that the Commission should help to organize such clubs only in towns where there is no public library, and that it should do so only to establish agencies through which to circulate books. Miss Marvin told of the plans which they have for work in Oregon where they expect their field organizer to help in the organization of civic clubs. She will work in co-operation with the state superintendent largely through the county superintendents who will really be the active field workers. Public meetings will be planned, clubs organized, and programs and books will be furnished by the Commission. Miss Helen Kennedy told of the plans to be carried out next year in Wisconsin. A field visitor of the Commission will assist in organizing boys' clubs, civic leagues, etc., the work to be carried on usually through the local library, with direction and encouragement from the Commission.

Miss Brown of Iowa discussed the Commission's work with women's clubs. They are becoming more or less public question clubs, since women are growing more and more interested in civic affairs. The Iowa Commission assists clubs with outlines and lends them books from the open shelf collection. They have no fixed study groups. The relation of the Library Commission and the grange was discussed by Miss Isom of Oregon. The Oregon Commission makes up programs and has package libraries to send out to grange meetings. The Massachusetts Commission made up a brief list of good agricultural books and gave them to public libraries to distribute among farmers. In Iowa a traveling library of agricultural books is placed in each traveling exhibit sent out in special cars by the State Agricultural College. In Oregon an exhibit of books is always made by the Commission during the short course at the Agricultural College. The relation of the Commission to teachers' organizations was next discussed, and the importance of teaching teachers something of the use of books and helping them in the matter of book selection was dwelt upon.In Oregon special help is given to High School graduates preparing commencement essays. A suggestive list of commencement essay topics is sent out by the Commission.

At the close of the round table a business meeting was held. Mr. Dudgeon reported for the committee on plans for study outlines as follows:

In study group work there is seldom a teacher. It would seem that it is necessary, therefore, that the outline be prepared with reference to a single text-book, this text-book to be the unifying factor in the study group work. The commission should recommend to the study groups that this text-book be purchased by every member of the club. (In some subjects it may be found impossible to find a single book covering the entire subject, and it will be necessary to base the outline on several.)

In additon to the text-book, there should be made up a group of three to ten books, the best obtainable covering the subject matter considered by the study group. These should be selected to serve the purpose of elaborating the text-book. The outline should contain references to all these books.

The library should be supplemented by as many books suitable for collateral reading as can be obtained. It is not contemplated that these additional books should be necessarily furnished, but it is thought that in this way good use can be made

of books which are already the property of the Commission. (This gives latitude to those commissions which wish to send a larger number of books.)

The outline should be followed by a bibliography, a list of books and material valuable as collateral readings to be obtained elsewhere than of the commission. This list should include fiction, pamphlets, magazine articles, etc.

On Mr. Milam's motion, the report was accepted. It was voted that the publications committee be instructed to appoint a committee of three on study outlines, with instructions to follow the recommendations of the committee report, and to take steps toward the publication of such outlines.

Mr. Dudgeon read the report of the committee on the revision of the constitution, which was as follows:

The following amendments to the constitution of the League of Library Commissions are proposed:

Article 5. Executive Board. Omit the present second paragraph and insert the following:

The Executive Board shall appoint a chairman for sectional meetings when neither the president nor any vice-president can be in attendance.

Article 6. Committees. First paragraph to read as follows:

There shall be a publications committee of three members who shall co-operate with the publishing board of the A. L. A. in securing suitable material required for commission work and in the organization and equipment of libraries, and who shall, subject to the approval of the president of the League, arrange through co-operation with such publishing board or otherwise for the printing of such publications, and for the price at which they may be sold.

Article 7. It is proposed to reduce the amount of the yearly membership fee now fixed at five dollars, to some smaller amount. (Two dollars, two dollars and fifty cents, and three dollars have been suggested as proper amounts.)

Article 8. Annual meeting. The annual meeting of the League shall be held at the time and place of the annual meeting of the A. L. A.

Sectional meetings. Any group of members representing 5 (or other proper number) states in the East, Middle-West, West, South, or other section of the country, may by mutual agreement hold a sectional meeting at such time and place as may be agreed upon. At such meeting such matters shall be considered as shall be selected by the members there assembled or by the Executive Board. No vote taken at such meeting shall be binding on the League, but shall be advisory only. The executive board and committees of the League may ask for an advisory vote which may guide them in determining questions arising in the prosecution of their work. No such vote shall release the committee from its responsibility in any matter.

It was voted to dispense with the amendment to Article 7.

It was moved to amend the proposed amendment to Article 6 by adding after the word "members" the following "and president of the League" and by striking out after the words "commission work" the words "and in organization and equipment of libraries" and by striking out after the words "who shall" the words "subject to the approval of the president of the League."

In the amendment to Article 8, it was moved to strike out the following "5 (or other proper number)" and insert in lieu thereof "3 or more" and to strike out the words "in the East, Middle-West, West, South, or other sections of the country" and to add after the words "mutual agreement" the words "and with the approval of the executive board." Mr. Milam moved that the amendments as amended, be adopted. The motion carried.

The nominating committee presented the following report: For president, Miss Cornelia Marvin, of Oregon; for first vice-president, C. H. Milam, of Indiana; for second vice-president, R. P. Bliss of Pennsylvania; for secretary-treasurer, Miss Charlotte Templeton of Nebraska; for members of the publications committee, M. S. Dudgeon, Wisconsin, chairman, Miss Zaldee Brown of Massachusetts, and Miss Mary E. Downey, of Ohio. On Miss Tyler's motion the report of the committee was accepted and the secretary was instructed to cast the ballot for the above named officers.

Adjourned.

NATIONAL ASSOCIATION OF STATE LIBRARIES

Fourteenth Convention, Pasadena, California, May 22, 1911

The meeting was called to order by the President, Demarchus C. Brown, of Indiana. Mr. George S. Godard, of Connecticut, was chosen acting secretary, and committees on auditing, nominations and resolutions were appointed. The president then read his annual address.

PRESIDENT'S ADDRESS*

State librarians, like all librarians, should be lovers of books, not their janitors. How well are state libraries leading their commonwealths in the development of better citizenship, in the diffusion of knowledge, in betterment of the conduct of government and in the enactment of better laws? Are they the center of the readers of their states, and do the citizens look to them for expert advice? Are the history lovers of the state grouped around its state library, and does the library stand for proper care and organization of the public archives?

The state library should be the center of the historical work of the state—especially of that on state history. Private historical societies should be encouraged; but a state society should keep its collections and records at the state library and hold its meetings there. This would lend a sense of security to their work which would result in more gifts of manuscripts, rare books, etc. It would also spread the study of the history of the state among the people, and the system would be more democratic than that of a private society.

The archives of the state are historical and should be properly cared for and made accessible. Officers do not like to give up their records; but a campaign of education and the use of tact will avoid this difficulty. Many state records are stored in damp cellars, the state officers know nothing of them, and they are thus inaccessible to everyone and are decaying. Provision should be made for their preservation and classification, and all public officials should be authorized to turn over to the state library—when made the depository—all records not in current use.

The merit system is a necessity in a state library. Partisanship should not control appointments. In a library where training, scholarship and love of books should be the dominant influences, it is humiliating to find the spoils system in control. Where a library touches politics, even remotely, the merit system is the safest way to insure permanency, in spite of all that may be said against examinations. The judgment of the librarian on personal qualifications, etc., should count one-half. The system drives away the politicians in disgust.

The state library should be a university extension work-room, especially in political science, sociology and history. There should be close co-operation with colleges and universities. Their students may work in the state library and have some supervision from the library staff. The legislative reference department can do much that will be mutually profitable along this line. The same co-operation can be arranged for the schools of the state, especially in debating.

The legislative reference work should be extended to cover municipal reference. Collections on municipal affairs should be formed and material freely loaned to cities as they need it for light on municipal problems. The state library and the state museums should be closely connected; not necessarily in administration. Both are necessary to each other; they overlap.

The state libraries should at once arrange a system of inter-library loans, so that each state library can profit from the collections in which other state libraries have specialized more fully.

* Abstract.

In the discussion which followed, Mr. Godard told of what Connecticut was doing in archives work, and Mr. Hitt told of the beginning which the state of Washington had made. Mr. Henry, of the University of Washington, emphasized the value of museums, and Mr. Scholefield, of British Columbia, described the close relationships of the provincial library and provincial museum in that province.

Mr. Gillis, of California, then read his paper on:

THE STATE LIBRARY AS HEAD OF THE LIBRARY ACTIVITIES OF THE STATE*

The trend of modern business methods is entirely toward unification of organization. The numerous charities which have long been struggling to improve living conditions have realized the waste of energy in duplication and are reorganizing under one management. An efficient management will quickly do away with needless machinery of organization, and bring all necessary departments into close and vital connection. This is also sound public policy and as applicable to library affairs as to industrial.

If all the library activities of the state are under one control, extra organization is done away with. It means economy of administration and unity, continuity, and concentration of policy and effort. It will receive better financial support from the state than will several organizations, the distinction between which may be difficult for the legislator to realize. The same is true of support by the citizens of the state.

If it is good business then to have all the library activities of a state under one head, what shall that head be? In practically every state the state library has been the first expression of library service through a central medium. As it has developed its organization and collection along various lines, it has laid a solid foundation for other lines of activity if it should be called on to conduct them. Its activities and recognized position will give it assured financial support. With these advantages the burden of proof is with those who are against its leadership rather than with those who are for it. Rather than create offshoots, hold to the original organization and investment and improve its management and expand as may be necessary.

* Abstract.

Remarks on the paper were made by the president, Mr. Hitt, and Mr. Henry, of Washington, Mr. Severance, of Missouri, Mr. Godard, of Connecticut, Miss Lee, of Kansas, Miss Downey, of Ohio, and others. They commended the points made; but showed the practical difficulties in the way of carrying them out in some states where the development of the state-supported libraries had not laid as steady a foundation as it had in California.

Mr. Hitt, of Washington, then read his paper on:

DISTRIBUTION OF PUBLIC DOCUMENTS TO COLLEGE, UNIVERSITY, AND PUBLIC LIBRARIES

(No summary of this paper can be given, as no copy is as yet in the hands of the secretary.)

The report of the secretary-treasurer was then read.

SECRETARY-TREASURER'S REPORT

The financial report showed receipts of $359.30 and expenses of $254.27, leaving a balance of $105.03. The library members added during the year were the Tennessee state library and the Philadelphia free library. The recommendation was made that a summary only of proceedings be printed in the A. L. A. proceedings and that proceedings in full be printed separately. This would enable the association to get out its proceedings more promptly and would have other advantages.

The auditing committee reported that the financial report was in good form and correct. The recommendation referred to the executive committee with power to act.

The nominating committee reported and recommended the following names:

President, Mr. Charles F. D. Belden, of Massachusetts.

First vice-president, Mr. J. M. Hitt, of Washington.

Second vice-president, Mr. E. J. Lien, of Minnesota.

Secretary-treasurer, Mr. A. C. Tilton, of Connecticut.

The report was accepted and after the necessary formalities the persons recommended were declared elected unanimously.

The committee on resolutions presented and recommended the passage of the following resolution:

WHEREAS, It is with great surprise and regret that we have learned of the recent removal "for political expediency" of C. B. Galbreath as state librarian of Ohio, who during a service of fifteen years has proven himself to be a faithful, efficient, and competent public official, both in the affairs of his own state and in his relations to this association;

RESOLVED, That we, the National association of state libraries, deplore this renewed entrance of politics into a department of government which to be successful requires not only personal adaptability, but also professional skill, which is greatly increased by years of experience;

RESOLVED, That a copy of these resolutions be sent to Mr. Galbreath and to Governor Harmon.

The resolutions passed unanimously.

Mr. Ranck, of Grand Rapids, Michigan, reported informally for the committee on the publication of a municipal year book, a joint committee with the Special libraries association. The committee has interested other organizations and individuals who are active in municipal affairs, and good progress is being made.

After discussion, the committee was instructed to proceed with its work and to co-operate with other committees.

After other papers and committee reports were ordered printed, the meeting adjourned to meet at the call of the president, if a supplementary meeting before the next A. L. A. conference seemed advisable.

[The Association will print its proceedings in full in a separate pamphlet.]

SPECIAL LIBRARIES ASSOCIATION

(Hotel Maryland, May 22, 1911, 8:15 p. m.)

In the absence of the officers the meeting was called to order by Mr. S. H. Ranck, librarian public library, Grand Rapids. Mr. A. J. Small, librarian of the Iowa State law library was elected president pro tempore and Mr. R. H. Johnston, librarian Bureau of railway economics, Washington, D. C., secretary pro tempore.

Reading of the minutes was omitted. Mr. Ranck, as chairman of the committee on the Municipal Year Book, which committee co-operates with similar committees of other bodies, presented his report which showed progress. It was resolved on motion of secretary, seconded by Mr. F. B. Graves, librarian Mercantile library, San Francisco, "That the Special Libraries Association has heard with interest the report of Mr. Ranck on the work of the Committee on the proposed Municipal Year Book; that we endorse the work of this committee, recommend its continuance, and approve the suggestion that the work be published and feel that details may safely be left to the committee in charge. We suggest, however, that in its first appearance the proposed Municipal Year Book be limited to such scope and detail as may encourage a publisher of standing to undertake the work of placing it on the market."

At the request of the president, Mr. F. W. Faxon, of the Boston Book Co., gave an interesting account of the work of the special libraries in Boston and an unofficial report of the winter meeting of the Massachusetts special libraries. Mr. Purd B. Wright, librarian Kansas City public library, described the growth of a special collection of works relating to the packing

industry at his former charge at St. Joseph. Mr. R. A. Campbell, legislative reference librarian, California state library, responded to a request for an account of the legislative reference work of the state library and Mr. R. H. Johnston outlined the work and methods of the recently established library of the Bureau of railway economics at Washington, D. C.

On motion of Miss Grace M. White, of the Los Angeles public library, it was voted that the association ask the editors of the Municipal Journal and Engineer to publish separate copies of this Municipal index, for sale, preferably printed on one side only.

After some interesting and instructive informal discussion it was moved by Mr. Campbell, seconded by Mr. Wright, that the officers of the Association be re-elected for the coming year. The officers of the past year were as follows: President, J. C. Dana, Free public library, Newark, N. J.; vice-president, Robert H. Whitten, Public service commission, New York City; secretary-treasurer, Guy E. Marion, 93 Broad St., Boston; executive board, the president, the vice-president, the secretary-treasurer, George W. Lee, care Stone & Webster, Boston, Herbert O. Brigham, State library, Providence, R. I., John A. Lapp, State library, Indianapolis, Ind. The secretary was instructed to cast a ballot, after which the meeting was declared adjourned.

CATALOG SECTION

FIRST SESSION

Saturday, May 20, 2:30 p. m.

SYMPOSIUM ON CATALOGING FOR SMALL LIBRARIES

Miss Jeannette E. McFadden, librarian public library, Santa Ana, California, presided, in the absence of Mr. Andrew Keogh, of Yale university, chairman.

After reading of the minutes, Miss ARTENA M. CHAPIN, librarian public library, Redlands, California, opened the program with a paper on

CATALOGING IN A SMALL CITY LIBRARY

Miss Chapin said in part:

The first rule is to make the catalog simple. The second is to make the entries and imprints brief. They should be as brief and as simple as can be done without taking away from the clearness of the catalog. The staff of a small city library is limited, and the cataloger must do other work, so it is a large item for her to economize time by shortening the detail work of her cataloging. Of course she must be sensible in this, and must always keep before her the point of view of her public, and while she is lessening her own work she must not omit anything which will take away from the ease of the use of the catalog.

It is not necessary to spend much time looking up full names, or dates. The object is to have names entered uniformly. It is ofttimes more confusing to the public to find a name entered in full, especially when this name is somewhat different than the one by which the author is best known, than to have the name entered without sufficient fulness. It seems to me that the best rule is to enter always the name by which the author is most commonly known. It is excellent training at a library school to compel the student to look up real names and full names, but it is not so practicable to make use of all this training when actually engaged in preparing a catalog for the public.

Another way in which the cataloging may be shortened is in the imprint. The size, pages, illustrations and plates, may be omitted as a rule, except in books where these might add value to the enquirer. If your library is one in which there is much student work, or research work, of course these items should be included, but in the average public library no mention need be made of illustrations or plates except in

extra illustrated books; and the size and number of pages never seem necessary. The publisher's name should be used rather than the place of publication.

In fiction use only the author's name, the title and date. As for the classification, I am not fully persuaded that the custom of some libraries of omitting Cutter numbers from fiction, is desirable. Of course no classification number should be used, but a Cutter number seems to me almost indispensable.

It is not necessary to carry out the classification number in non-fiction beyond two decimal points, except in rare cases. It is better to make all American poetry 811, and English poetry 821, without attempting to subdivide into periods. Also, certain periods of history are more confusing than otherwise, when brought out under a long subdivision, as, for instance, the many places provided for in Dewey for the civil war period, or for more modern events in United States history, or many European periods.

The problems of a cataloger in the library of a large city are, of course, in many respects just the opposite to these, but the small library needs no such detail of long title and sub-title, editor, etc., for the use of its public. In fact, co-editors and co-authors, translators sometimes, need not be emphasized by a special added entry card, in the catalog of the small library.

I suppose all of us are anxiously awaiting the new Decimal Classification. Doubtless there will be a definite place for the many new subjects which have come into being and prominence since the last edition. It seems to me some of the distinctions made in the classification are unnecessary for the public library. For instance, I see no reason why English and American poetry should be separated, or English and American essays, or dramas. The patron of a public library who asks to see the books of poetry must be shown the shelves for American poetry and English poetry, and French and German poetry, unless he has a certain writer in mind. Why would it not be clearer for the public, easier for the cataloger and less confusing all around. to place all poetry written in the English language, in one place in the classification, and also all essays, dramas, miscellanies, etc. When a book is written in French or German, it should be classified with French and German literature, but if written in the English language whether by a Frenchman, a Swede or a Japanese, why shouldn't it be placed on the shelves with other books of literature in the English language.

Although the Library of Congress cards are in many ways a great help to the cataloger, especially in suggesting subjects, and in furnishing full names, yet the extra labor involved in sending for the cards, the liability of a delay in receiving them, the necessity for adding the call numbers, the subject headings, and making certain extra cards, seem to be great enough to make the cataloger in the average public library doubt the advisability of using them. The fulness of entry is of course a great advantage, and one sufficiently large to warrant purchasing these cards by many librarians.

There is one place where the cataloger in the small library must use a large amount of wisdom, and also must conscientiously and painstakingly force herself not to shirk, and that is in the analyticals. Analyticals are important in catalogs of any size, but in the catalog of the small library where material on many subjects is apt to be scarce, they are most necessary. In making analyticals, the subject analytical is for the most part the only form of entry needed. I think it is the experience of most libraries, large or small, that the use of the card catalog by the public is limited to a select few. The mere mention, to the casual inquirer of a certain book, that he may find whether the library contains it and if not what other books there are on the same subject in the library by looking in the card catalog—I say the mere mention of this is sufficient to cause the casual inquirer to say, "Oh, I think I'll just look along the shelves and see if I can't find something else. I wasn't very particular about it anyhow."

Probably every cataloger prides herself on her ability to place herself in the atti-

tude of the public, and having made cross-references from every conceivable subject (and by the way, cross-references are a most important factor in the cataloging of the small library) she feels that she at last has left no loophole whereby the searcher after knowledge could miss finding exactly what he is after, provided it is in the library. But this feeling of complaisance rests only on the inexperienced cataloger, for the one who has been through the ordeal knows that only after many trials the desired result is approached.

The shelf-list card may be shortened to a mere entry of author and brief title. The author's initials may be omitted in most cases, except where there might be a confusion through similarity in name; the briefest title may be used which will indicate the book, and in fiction, no date need be given.

To sum it up: brevity, clearness, consistency—these three are the essentials of cataloging in a small city library. The cataloger who follows these rules cannot go far astray in her endeavors to give the greatest satisfaction to the public, and to make accessible every book in the library.

In the discussion that followed, Miss Hitchler deprecated the use of either class or Cutter number in fiction, saying that the confusion of arrangement on the shelves, illustrated by Smiths and Stevensons, was not so important as the saving of time, and the better appearance of the books.

The suggestion that all poetry and other literature written in the English language be given one place in the classification aroused several dissenting voices. Miss Babcock of Los Angeles thought the educational value of a close shelf classification important and did not think it involved an appreciable saving of time. Another speaker doubted the advisability of tampering with the classification, saying that it usually ended with a confusion of numbers.

That the cataloging for a small library should be done as accurately and carefully, and with perhaps greater attention to analytical entries, was conceded, although greater brevity was more desirable than in the catalog of a large or reference library. The question of growth must always be taken into consideration.

Miss FRANCES R. FOOTE, librarian of Occidental college, Los Angeles, continued the program with the following paper on

CATALOGING FOR SMALL COLLEGE LIBRARIES

After rashly promising to write a paper on cataloging for small college libraries, I began to wonder just what was meant by that title and whether my own experience could be considered representative of that of the average librarian of the average small library. A glance through the pages of the bulletin issued by the Bureau of Education entitled "Statistics of public, society and school libraries" soon convinced me that there were many small libraries where in all probability the conditions were very similar to those with which I am best acquainted, that is, where the librarian serves as reference librarian, cataloger and even desk attendant with perhaps only one more or less experienced assistant, or possibly relies upon student help altogether. In either case, the cataloging becomes a problem which must be solved as quickly and easily as possible, not only because the librarian and the college public need a catalog, but because the efficiency of the assistants or student attendants largely depends upon it.

While in the past there has been much discussion as to the choice between printed or card, dictionary, or classed catalogs, the small and especially the new college library will in all probability decide upon the dictionary card catalog as the one best suited to its needs.

It must, I think, be apparent that the two principal factors which enter into the determination of the general policy to be followed in cataloging a library are first the size and general make-up of the library and second the purpose for which it exists. Considering first the constituent elements which enter into the up-building of a college library, we find that the very manner of its

growth is generally conducive to irregular development, that is, some classes will greatly exceed in size and value other classes of perhaps little if any less real importance.

Those who use the catalog, and especially those who do not use the catalog, but rather pursue their investigations through the librarian, rarely have any idea of either the absolute necessity of a catalog or the work involved in making one. The college professor and member of a library committee who remarked one day when he found me studying the "A.L.A. list of subject-headings," "How lucky you librarians are, with time to read poetry" saw only the wide margins of the aforesaid book, and his remark was quite natural considering his probable state of ignorance concerning the details of library management.

Another thing discouraging to the college library cataloger is the difficulty only with which the necessary books and tools can be obtained. I suppose and indeed have been told that this is common in public libraries as well, but it is certainly too true that in school libraries the librarian's needs are often subordinated to the needs of all other departments. Fortunately it is true that many of the general reference works to be found in even a small college library will supply much of the information which in a large library would be sought for in special cataloger's aids.

Enough has been said to make it evident that under average conditions cataloging becomes a task which can only be accomplished by outlining a definite policy which will admit of the adoption of such methods as will the most easily and economically achieve the sought-for end, that of making available not only the visible contents of the library, but much that is hidden from ordinary sight.

Inasmuch as the librarian of the small library need have no fear of a catalog becoming too large or bulky to house, it will be rather the lack of time which will determine the limits to which the work is carried than the size of catalog which is either possible or desirable.

The cataloger who is beginning work today will find it much easier to determine upon the general lines to be followed than the one beginning work even a few years ago, for the whole trend of practice today is toward uniformity, and the longer one works with any of the codes of rules in general use today the more one realizes that they are founded on sound common sense as well as scholarly research. These rules are so well established and formulated that this paper will make no attempt to even touch upon the technique of cataloging, but instead will be confined to a few mere suggestions of ways and means whereby a small college library can be cataloged with the minimum expenditure of time and labor.

I doubt if it is possible to find any reliable statistics of the cost of cataloging in the type of library with which this paper deals, for much of the work is done at odd moments, subject to constant interruption, but we can feel sure that the use of the Library of Congress catalog cards as largely as possible is not only the best but indeed the only possible provision whereby the cataloging can be done at all; but my own experience makes me feel that unless cards can be obtained corresponding very closely in edition and imprint to the book for which they are desired, it is better to do all the work by hand than to try to make many erasures or corrections. I understand than some libraries disregard differences in date, edition and publisher, in ordering cards, but the labor involved in making corrections must in many cases be greater than in doing the work first-hand.

When we have been able to obtain the proper Library of Congress cards, we need pay no more attention to fulness of entry, for that in minute detail is done for us, but taking it for granted that the small library will not find it possible to catalog books by hand or typewriter with all this detail, we must come to some conclusion as to what is essential information and required in the case of author and subject entries, in the absence of printed cards. This will depend to some extent upon other library records, for while we must have somewhere enough memoranda to identify

each volume, yet it is not at all necessary to duplicate all this information as much is done if the accession book is fully used and if the cataloging is carried on with fulness of entry. While I have never quite wanted to give up the use of the accession book entirely, my preference is to simplify this record and supply to the public in the catalog the edition, date and publisher, which with author and title I take to be the really essential knowledge needed of the average book. I can, however, see that there might be conditions under which it would be more practicable to have these records made in the accession book with fulness than in the catalog. It is undoubtedly true that an inexperienced assistant would be able to keep the accession book records with accuracy when it would be absolutely impossible to entrust the same person with any of the cataloging. If student help is plentiful, the small library might reduce the work of cataloging very considerably by thus keeping a full accession record, and in some cases, if not in all, abbreviate the catalog entries by leaving out everything except author, title and date.

In a college library there are of course certain classes where such abbreviation would be obviously inadvisable, for instance in that of "Science," but in other classes, particularly that of "Literature," it is possible in some cases to give only author and title, leaving out edition, publisher, and even date, without injury to the practical usefulness of the catalog. A large proportion of this class is likely to consist of cheap reprints, but Boswell's "Life of Johuson" is Boswell's "Life of Johnson," whoever the publisher and whatever the date. If our Boswell is the one edited by George Birkbeck Hill or some other particularly good edition, then we should of course have a full entry, but an unimportant edition requires no bibliographic detail.

I am aware that the foregoing suggestion must have a distinctly heretical sound to some of you and, as I have stated, it is not to my mind the preferable thing to do, but it might be the practicable thing.

To proceed to the short entries. Editor and translator cards are as brief as possible and a college library will find that comparatively few title entries will be needed, for so many of our books will have decidedly undistinctive titles. In the case of the masterpieces of literature with which college libraries are well supplied, we will use title references in many cases, rather than duplicate title entries.

Now that the Library of Congress sometimes enters under the pseudonyms a few authors who are better known by their pen names than their real names, the library can feel that it is no longer breaking a tradition if it adopts college phraseology in this matter. Probably no college bulletin ever announced a course in the "Nineteenth century novelists" including Mary Ann Evans Cross with Dickens, Thackeray, Jane Austen and Scott as the novelists studied.

Everyone agrees that successful dictionary cataloging calls for the most careful and painstaking discrimination in the choosing of subject headings, that each book should be entered under the word which most peculiarly and specifically describes the subject of the book, and in order to gain this end the main subject-heading is often followed by sub-divisions which serve to qualify or modify it to some extent. A tendency toward elaborate subdivision is noticeable in the suggested subject-headings on the Library of Congress cards. It is a practice which is of course necessary in large libraries but I believe easily overdone in small libraries, for it may mean the duplication of entries for the same book under the same general heading, but under different sub-divisions, and even when not carried to such an extreme as that, there is still the danger that in searching for books dealing with one phase or aspect of a subject, books treating the same subject, but of a general character may be overlooked. For instance, in our library we have three books on Fungi, for all of which we were able to get the Library of Congress cards. The suggested subject-headings on the cards for two of these books was simply

"Fungi," but on the third the subdivision "North America" was added. Again we have only six books cataloged under the subject-heading "Gases," but had we followed the suggested subdivisions three would have stood with the heading "Gases," the fourth heading would have been "Gases-Analysis," the fifth, "Gases-Kinetic theory of," the sixth, "Gases-Liquefaction of," and yet the scope of each book was plainly indicated by the title in each case. These examples have been given not in the way of criticism of what is undoubtedly a necessary practice in the case of large libraries, but to show that such subdivisions of the subject headings are not for the small library. Sooner or later as the library grows, and as the cards under the main subject-heading increase in number, it will very likely be necessary in many cases to add the sub-divisions, but this can easily be done as the need arises.

Given a typewriter with the bi-chrome ribbon attachment, the use of red ink for subject-headings is, I think, most desirable. This is particularly so when the library is strong in biographical works and critical essays on the authors studied in the literary courses. It is often quite confusing to anyone who is not accustomed to consulting card catalogs to distinguish between author and subject entries when the same name appears first as author and again as subject.

There is one respect in which even the small college library is quite likely to differ very largely from the same sized public library, and that is in the use made of indexes and bibliographies. In many small public libraries it is thought a mistake to encourage readers to use such books themselves as the "A. L. A. index to general literature," the "Poole's index," or the "Readers' guide," because of the discouragement likely to follow when it is learned how little of the material thus found can be supplied by the library. But the college library can justly feel that it is a part of the educative process to not only require the student to use these books, but to encourage him to become acquainted with just as many books of that character as possible.

This practice will not only help the student, but by taking advantage of everything of this kind which has already been done by others, it makes it possible to accomplish much other work which would otherwise be out of the question, for there will remain many books not already analyzed by such co-operative undertakings, which will well repay in service for the time and effort spent in analytical cataloging. Now that the Library of Congress cards contain a table of contents in many cases, it is possible to analyze a volume of essays with very little work by following the directions in the Library of Congress handbook.

Personally I like the use of the slanting line drawn from the subject-heading to the underscored chapter or essay in the table of contents. It is a convenience to add the inclusive pages, but it is sometimes a difficult matter to find room on the card for them, and they do not as a rule, attract the notice of the ordinary user of the catalog. When Library of Congress cards suitable for use as analyticals are not procurable, a very simple and brief analytical form can be followed so long as it has enough uniformity with the Library of Congress cards to permit of easy filing and arrangement.

Another phase of analytical work which cannot be too strongly insisted upon is that of entering both bibliographies and maps. Historical maps are always in demand, and there are never enough atlases to supply all the members of a class at the same time.

It is very noticeable in a college library that the same subjects are called for over and over again. This is true not only because whole classes are studying the same subject at one time, but because the same process is repeated each year. In some cases therefore a bibliography of material in the library will take the place of too minute analytical work. Such a bibliography once prepared for a course given each year may be used again and again by merely rewriting occasionally for the sake of inserting recently added material, and for the sake of convenience it should include the references found by means of the co-operative and printed indexes. A carbon copy of this list or bibliography furnished to the

professor or instructor is a small attention but one much appreciated. Such a bibliography also saves much time in getting books upon the reserved shelves, but it should itself be entered in the catalog, else its existence may not be suspected some time when it is needed.

There are many ways in which the practical usefulness of a card catalog can be increased, which will occur to any one who is interested in the subect. Any material once found perhaps by long searching can be produced again at a moment's notice, if it is entered at once in the catalog. Not long ago I saw a catalog which indexed a collection of newspaper clippings by simply adding the words "See clippings" to the cards containing the subject-headings. Of course in this case no information was given to the catalog either as to the contents or the character of the clippings; but for practical purposes it is enough to be directed to the clippings themselves and that can be done most easily by some such simple means.

After all, cataloging for a small college library is essentially the same process as cataloging for a small public library or any other library for that matter, the only real and vital differences being the conditions under which the work is done and those which arise from the variation in the nature of the demand to be met by the catalog.

The Chairman appointed Artena M. Chapin, librarian of the Redlands, Cal., public library, and Matthew H. Douglass, librarian of the University of Oregon, as the nominating committee of officers of the Section for the following year.

SECOND SESSION

Wednesday, May 24, 9:30 a. m.

SYMPOSIUM ON CLASSIFICATION

In the absence of Mr. Andrew Keogh, chairman, Miss M. M. Oakley, secretary, presided. The first paper presented was written by W. P. CUTTER, librarian of the Engineering Societies library, New York City, and read by Miss A. L. Sawyer, librarian of Mills College, Cal.

THE EXPANSIVE CLASSIFICATION

The Expansive Classification owes its origin to the study and labor of Charles Ammi Cutter. It was designed primarily as a working classification for the library of the Boston Athenæum, which at that time contined 100,000 volumes or more, to which the members of the Athenæum were allowed free access. The original notation comprised some features which appeared to stand in the way of its general acceptance, and the author devised another notation (not however changing the classification), which was applied to the Cary Library at Lexington, Mass. There were so many requests from persons interested in other libraries to have the Athenæum classification, with the Lexington notation, adapted to their needs, that Mr. Cutter was led to prepare a scheme applicable to libraries of every size from the village library in its earlier stages to the national library of a million volumes.

The old "fixed location" of books in definite places on definite shelves has almost universally given way to the "relative location," by which each book has its place assigned, not to any fixed location in the library, but to those other books to which it is related in subject. This grouping together of all books on the same or related subjects is of the utmost importance wherever the public is allowed free access to the shelves. Indeed, the "free access" system is in large part made practicable by systematic classification. Even where access to shelves is not granted, the time saved in getting and replacing books is more than enough to justify the adoption of some good classification. The rapid adoption of various schemes by all classes and sizes of libraries is one of the strongest arguments in favor of the practical nature of classification and of its adoption by those libraries which do not as yet have it.

Inasmuch as a scheme of classification once adopted can be discarded only with considerable difficulty, it is important that

the system chosen should be both theoretically correct and practical in application. it should arrange the books according to modern ideas and provide for books which are in actual use. A good classification should be: (1) Easy to apply. Its *notation* should be simple, its classes easily distinguishable, its call numbers as short as possible, its practical application easy for the inexperienced as well as the experienced cataloger. (2) It should be scientific and logical so that the public consulting the shelves may be able to find books on related subjects grouped together. Its point of view should be modern so that modern scientific works may be assigned to proper positions. (3) It should be flexible, allowing choice in special schemes for special libraries or collections. (4) It should be expansive, providing simple schemes for small libraries, and an elaborate scheme for large libraries. Provision should also be made by which, as a small library increases in size, the classification may be made more minute with a minimum of additional work or change in the books already classified.

The notation of the Expansive Classification is based on the use of the alphabet from A to Z for subjects, making subject subdivisions by the addition of second, third or fourth letters. Figures are used only either to indicate form subdivisions (where the digits 1 to 9 are used), or geographical subdivision (where the numbers 11-99 are used). These subdivisions by numerals are common to all classes, even the most minute, and cannot be mistaken for subject divisions. The use of the letter notation results in simplicity. The single letters of the alphabet furnish 26 great subdivisions; the addition of a second letter allows each of these to be again divided into 26 or 702 in all; the third letter furnishes 26 divisions of each of these, or a grand total of 14,304; finally, the fourth letter furnishes 367,280 total subdivisions. To allow of such minute subdivision on a decimal system requires six figures.

The classes are easily distinguished; there is not the danger of mistaking a letter for another; while when figures are used, the 3 and 5 are not easily distinguished, and the 1 and 7 are often mistaken. No single letter can mean more than one thing, whereas, where figures are used for form, subject and geographical divisions, there is great danger of confusion.

The call marks are short, even for the most minute subjects. This is especially noticeable in the minute divisions in science. For example: "Economics of electric power plants" is TEO; "Emerson transmission dynamometer" is TFCP; "Arthrostraca" is OTG; "Comparative anatomy" OB; "Electric currents" TE (in the Decimal, 621.313); "The Knights of Malta" is FTM.

Especially should it be noted that the use of the local list numbers from 11 to 99 results in short marks for all books having local significance, especially in geography and history.

The practical application is easy to the most inexperienced person. For many years I have had pupils in cataloging and classification. They have had generally only a high school education or its equivalent. Yet within a few weeks they have been able to classify rightly a large percentage of the books. Conversely, young girls and boys have learned very quickly to find the books on the shelves, without special help, and without consulting the catalog.

The Expansive Classification is scientific and logical. It groups, for instance, philology and literature together. Language is X, literature Y; the same local list may be applied to each. It places Architecture with the Fine Arts, and Building with Technology. It classes Mining and Metallurgy together. The general development of the classification is from the spiritual through the historical to the scientific, and thence to the methods of recording thought. Throughout, a logical sequence has been followed.

It is modern in its science. The natural history, mathematics, astronomy, physics, technology, have all been compiled within the last few years. There is provision for modern discoveries in pure and applied science. There are places for aeroplanes, automobiles, radioactive substances, factory costs. It is no longer necessary to classify illuminating gas and smallpox in adjacent

classes. The great subjects of biology are developed on the basis of the most modern knowledge and nomenclature; for example, the zoölogy is based on the last editlon of Bronn's "Klassungen und Ordnung des Tierreichs." The arrangement of Ascomycetes follows that of Strasburger In 1908, the Botany In general the last edition of Engler und Prantl's "Pflanzenfamilien," abandoning the antiquated nomenclature used In every other classification.

It Is modern because it has not only been made recently, but the most recent authorities have been consulted.

Flexibility is secured by numerous cross-references to related or alternative places. Whole classes have alternative schemes; there are two for philosophy, radically different, but so designed that a part of each may be used. A scheme Is given for the arrangement of the whole library or any part of it on a geographical basis. Special schemes are worked out for special collections, especially in literature, e. g. those for Goethe, Dante, Shakespeare. In the original draft for the sciences, the letter notation allows of such great flexibility that in many instances the classification has been entirely worked out before the notation has been applied. It would be manifestly impossible for any such procedure to be followed using a decimal notation.

The Expansive Classification provides seven classifications of varying length, the first containing ten classes, the second thirty-one classes, and the final development, the seventh classification, many thousand, thus adapting it to use In the smallest library and at the same time provide for any possible amount of growth, with the smallest possible amount of additional labor In changing book marks on the records of the library. Abundant provision Is made for further subdivision of classes and the introduction of omitted or overlooked subjects. Being practically unlimited by the notation, additions and changes may be made with the utmost freedom.

Subjects vary according as they relate to different countries. Thus In zoölogy, there are not only books which treat separately of the invertebrates and of the vertebrates, of mammals and monkeys, but also books which describe the animals of Africa, of Madagascar, of Borneo. So In the form class Literature the form divisions marked by letters are Fiction, Drama, Poetry, Oratory and the like; the local divisions are English literature,French literature, German literature. These differences In nature require a corresponding division on the shelves when there is material enough to divide. Since the flora of Africa is not the same as the flora of North America, the books on it should not be In the same place In a botanical library. The history, laws, language and literature of England are so diverse from the history, laws, language and literature of France that no general library of size would for a moment hesitate to separate them. This kind of subdivision It is desirable to mark In some different way from the other, for two reasons: first, because it is different, a division not by subject but by locality; and second, because it is suitable and convenient that the mark for each country should be the same in all the different classes, and also that it *should* not be used for any other purpose. We cannot take letters for this purpose, for they are already taken for subject marks; we therefore use figures. If for example, 45 is the mark for England, and D is Church History, then D45 is English Church History; F Is History, F45 English History; O is Zoöl-ogy, O45 is English Zoölogy. Whenever one meets 45 one knows it means England, *and can be nothing else.*

While nothing Is sacrificed to mnemonics *as letters themselves are more easily remembered* than figures, constant use of the letter notation will reveal many places where the memory Is assisted. For example, C has a connection with Christianity, G with Geography, HM is Money, IC is Criminal Classes, FC Chronology and so on. Again, the alphabetical sub-arrangement often suggested assists largely In this direction. The main countries in the local list, once their notation Is memorized, are always the same.

In the seven years of my experience as editor of the Expansive Classification, I have never heard one word of fault or criti-

cism from those who use it. The only criticism has been from those who were impatient because certain sections had not been published. I have never heard a suggestion of the need of amendment, except where rendered necessary by such non-appearance. The users are enthusiastic advocates of its adoption.

The only objection to the use of the Expansive Classification which has any legitimate basis is that the "seventh is not finished." The delay has, I know, been very exasperating to some, especially in those libraries having large sections in the natural sciences, natural history and technology.

The seventh classification is complete and printed, except Chemistry and the manufactures section of Technology. In the sciences, the following are ready for distribution:

Mathematics	40 pages
Physics	40 "
Microscopy	16 "
Meteorology, Mineralogy, Crystallography, Geology	48 "
Biology	19 "
Botany	29 "
Zoölogy	88 "
Anthropology and Ethnology	36 "
	316 pages

The following have been distributed:

Military and Naval	24 pages
Astronomy	18 "
Technology	64 "

Since therefore I took charge in 1904, 414 pages have been compiled, edited and printed. The whole Decimal Classification has 256 pp. of classification in the sixth edition.

Some comparisons may be made without invidiousness between the Decimal Classification and the Expansive as regards extensiveness.

	D.C.	E.C.
Astronomy	6 pp.	18 pp.
Physics	5 "	40 "
Geology, etc	4 "	48 "
Biology & Anthropology	3 "	55 "
Botany	7 "	29 "
Zoölogy	5 "	88 "
Agriculture	½ "	10 "
Technology	14 "	about 100 "

Is there to be an Index to the Expansive Classification? I can only say that a portion of such an index is compiled. I estimate that with the additions made necessary by the indexes to science such an index would require more pages than the whole Decimal Classification (three columns set close in the same type as the Decimal Classification Index.) There are *now* 65,000 entries in the index, and none of the four hundred pages of science are indexed. The mere printing and composition would cost thousands of dollars, enough to make the Expansive cost over twenty thousand dollars from its inception.

In the absence of Miss MAY SEYMOUR, reviser of the Decimal Classification, her paper on that subject was read by Miss Theresa Hitchler, head cataloger of the Brooklyn public library.

DECIMAL CLASSIFICATION

For convenience
D C is used for Decimal Classification
C D for Classification Decimale
I I B for Institut International de Bibliographie.

Scope of revision. The D C is undergoing comprehensive revision and enlargement, of which the 7th edition is merely a first installment. Changes proposed will be carefully studied and the few that promised clearly to justify their cost will be made. But no change will be made merely to fit a new theory, for theories are constantly changing and a shifting classification is impracticable for libraries. Private schemes for lectures or treatises may be changed with each season or edition to conform to the latest theories; but for libraries the cost would be prohibitive of renumbering a whole subject every time a new discovery showed a possible improvement in the scheme, while the necessity of classifying not only new books written with new light but also old books, all of which it is a library's function to keep, demands of a li-

brary classification a place for obsolete as well as current topics. If a scheme brings related subjects together, provides for adding new topics, and enables books on the same phase of the same subject always to be classed together and readily found when wanted, it is of comparatively little moment whether exact sequence on shelves accords with the latest theory. The Decimal Classification has now become so much the common language of libraries and bibliographies in all countries, that it is clearly undesirable either to make frequent changes or to ignore growth. Apparently a revision about every quarter century would be the golden mean between the costly and impracticable changes of trying to keep up to date, and the opposite extreme which would in time make any scheme seem medieval.

Plan. Besides subdivision of any subject to any required extent, there will be an increasing number of compact notes giving dates, facts, distinctions between allied numbers and similar data, often saving classifiers long search and greatly enhancing the value of the book for reference.

The revised index, being in linotype, will always be in a single alphabet, in which new entries will be inserted in their regular places instead of appended as heretofore in a supplement. The index aims to include every subject that classifiers may need to number, and missing ones will be added as fast as brought to notice and their place in the scheme decided.

Order of revision. The most imposing results (in both senses) in a given time would be reached by revising the easiest subjects first. Instead, they are taken up in order of greatest need, a policy which has placed some of the most difficult first. Those well under way for which farther criticism is needed are: 340 (Law), 570 (Biology, including anthropology and evolution), 581 (Physiologic botany), 660 (Chemic technology, including metallurgy), the rest of 610 (Medicine), with an extension of 132 (Mental derangements) closely allied to 616.8 (Diseases of nervous system), and 620 (Engineering). Apparently the next should be 200 (Religion) and 300 (Sociology). Expression of opinion is specially desired on choice of subjects for earliest revision.

When demand warrants, important subjects as fast as finished will be printed for the double purpose of accommodating users and of discovering faults by actual test before incorporation in the main work.

Details of 7th edition. The most important additions are in

020 Library economy, now carried only through 025.29, but to be completed this summer for the new collection of the New York state library school.

070.1—.9 Journalism: theories, organization and business details.

136.7 Child study. Though the basis of methods in elementary education, the subject itself is a question of "mind and body." Those strongly preferring the material with education may add the subdivisions of 136.7 to 372.1, which is left vacant for this purpose.

355-358 Military science, subdivided closely enough for military collections even in large libraries, but to be carried much farther for military experts and special libraries.

370 Education. Made with the facilities of the large New York state library collection.

540 Chemistry. Revised from C D by agreement with I I B and with advice from John Crerar and Mass. Institute of Technology libraries and Concilium Bibliographicum. Revision of 546 and 547 was postponed by common consent.

611-612 Anatomy and physiology, including embryology, histology and general physiology of organisms. In agreement with Concilium and C D schemes are as they will be, except for a single minor item.

621 Mechanical engineering, including electric engineering. Revised in collaboration with University of Illinois, Mass. Institute of

Technology and three practical engineers, with much minor criticism.

623 Military engineering, substantially the same as C D.

640 Domestic Economy. Revised from the tentative table prepared by the Lake Placid conference on home economics and published in New York state library Bibliography Bulletin 22, 1901.

975.4&977 West Virginia, Ohio, Wisconsin, Iowa and Missouri schemes made by New York state library for its local history collection.

Besides these, isolated new notes and topics are scattered through the tables and added to the index. The index is reset in linotype, consolidated into one alphabet, and enlarged from 196 to 305 pages not only by heads from new tables but also by many new references to unrevised tables; e. g. automobiles and airships, 629.

Of the 49 numbers in the list of changes only 18 are really changed and most of those had been used either very little or not at all. Others are merely broadened, vacated, or varied by loss or addition of a single topic; and only 4 of the 49 are 3 figure numbers, while 2 of these 4 are only made more inclusive.

New features are: Biscoe and Olin book numbers appended after the Index tables, p. 789-91, and an Index to the Introduction, p. 47-48.

Use of new tables. Repeating the caution and request introducing the new edition, classifiers are asked to use the new tables critically and report defects of any kind, with proposed remedies and any additional needed subdivisions; for, as the new schemes involve many new interrelations, and extensive advance testing has been impracticable, it is expected that practical application will develop unnoticed faults.

Corrections and minor additions. A list of errors with corrections, minor additions to tables and new index references applying to earlier editions will be made up and mailed this summer. Owners of the 5th and 6th editions who fail to receive the list after seeing notice of it in *Library journal* or *Public libraries* may know that we lack their correct addresses.

Separates. In response to a large demand by engineers, mechanical and electrical engineering will be separately published in a few weeks. Whenever demand will cover expenses, any other revised subject will be issued separately with general explanation, 3 figure tables of other subjects and index.

Basis of revision. New subdivisions are based on those made by the I I B in its greatly enlarged French translation La classification décimale. The reason is this: when in 1895 the new Institut International de Bibliographie adopted the D C as best adapted to its stupendous enterprise of making a classed bibliography of all subjects in all languages in all periods of the world's history, its promoters urged the author to expand the whole scheme immediately. Official duties made it then equally impossible either to make the extensions or to criticise adequately those drafted by the Institut, so that the Institut was authorized to publish its tables and promised that the American revision would adopt them with the least practicable change.

Existing differences between D C and C D are of two kinds: (1) those where C D abandons D C subdivisions and substitutes its special signs, so that there is no conflict or confusion; (2) those where the same number has a different meaning in D C and C D. These will soon disappear, as the Institut has already accepted the D C meaning for some and it is the settled purpose of both Institute and Mr. Dewey to harmonize the few remaining differences.

Adoption by I I B of the D C has naturally given a great impetus to its use in foreign countries and led to its translation into the leading European languages. It is the official classification of Norwegian and Canadian public libraries.

I I B combination signs. These fascinate a close classifier and multiply numbering capacity with relatively few characters almost to infinity. They are explained in the prefatory note to the 7th edition, but are

not incorporated in the tables because believed too complex for ordinary use. The secretary general of the Institute, M. Henri La Fontaine, assured us, however, when at Lake Placid a few days ago, that the Institute clerks, who are public school boys and girls 16 or 17 years old, assign and arrange numbers containing these signs accurately and easily, so that our fear of them is really groundless.

Future of the Decimal classification. The decision to seek a golden mean between stagnation and instability by periodic revision (perhaps every 25 years) to fit unforeseen needs, the permanence of the classification shown by the few changes needed at the close of its first 35 years, the constant enlargement of tables and index, the inherent capacity of the scheme for unlimited growth, its adaptability to any language, the international nature of its notation, its increasing industrial applications, its already widespread and rapidly growing use by libraries and for international coöperative bibliography, seem to justify the confident expectations of its European sponsors that it will become the standard classification of the world.

CHARLES MARTEL, chief classifier of the Library of Congress, sent a paper concerning the "Library of Congress Classification," which was read by Miss Harriet A. Wood, of the Portland, Ore., library association.

LIBRARY OF CONGRESS CLASSIFICATION

During several years past requests for information in regard to its classification were received by the Library of Congress in increasing number. The interior service of the library itself could not be supplied readily with the requisite number of copies of the schedules as the re-classification advanced. To satisfy administrative requirements and to meet more promptly and satisfactorily requests from other libraries it was decided therefore to put the existing schedules into print. As the re-classification of several main classes was still in progress (three being incomplete at this date), revision of the substance had to be dispensed with for the time being and preparation for printing was practically limited to matters pertaining to the typographical disposition and arrangement.

A similar request was recently addressed to the library by your chairman who thought that a statement concerning the Library of Congress scheme would prove profitable and interesting to this meeting of the Catalog Section. In offering the following brief description in response to that request it may be noted that the scheme is not and does not mean to be competitive. It is a scheme devised for the library's own collections. Its possible interest to theorists and its possible applicability to other libraries is gladly recognized by furnishing copies of it and answering questions concerning it. But it is not offered as a model scheme nor one compiled with a view to universality. In these respects it differs fundamentally from both the Decimal and Expansive classifications and in presenting it in conjunction with them on the same program it is desired to disavow any intention of seeking to compete with them. As it stands, the statement is taken substantially without modification from a paper prepared by me for the New Zealand Library Conference, April 17-21, 1911, entitled "Classification. A brief conspectus of present library practice."

In 1907 a descriptive pamphlet on "The Library of Congress and its work" was issued from which the following may be quoted: "The new system of classification is devised from a comparison of existing schemes (including the 'Decimal' and the 'Expansive') and a consideration of the particular conditions in this library, the character of its present and probable collections, and its probable use. It is assumed that the departments of history, political and social science, and certain others will be unusually large. It is assumed that investigators will be freely admitted to the shelves. The system devised has not sought to follow strictly the scientific order of subjects. It has sought rather conven

ient sequence of the various groups, considering them as groups of books, not as groups of mere subjects. It has sought to avoid technical, foreign, or unusual terms in the designation of these groups. It has selected for the symbols to denote them: (1) for the classes, a capital letter or a double letter; (2) for the subclasses, these letters combined with a numeral in ordinary sequence. Provision for the insertion of future groups is: (1) in intervening numbers as yet unused; (2) in the use of decimals."

This notation secures for future development the greatest possible elasticity in providing for intercalation of new classes or subclasses as well as for divisions and subdivisions under subjects. A third letter could be resorted to without inconvenience if desired, while the numbers for divisions might be easily converted into decimals by writing them in the form 0001 to 9999. The advantage of a shorter mark for many thousands of books was considered to outweigh the slight esthetic defect of a little less symmetry in appearance. This consideration was also one of the factors which determined the incorporation of the local lists in the schedules themselves wherever a country or other local subarrangement was desired under a subject, at the loss (to a certain degree only, however) of the mnemonic value of a constant symbol for such divisions when affixed to the subject number as is the practice in the Expansive and the Brussels schedules and less effectively in the Dewey Decimal classification. The other factor and the far more important one is that the Library of Congress arrangement permits the grouping under a country of all the subdivisions of a subject in logical order which are immediately related among themselves and have jointly a more intimate relation to the country than to the general theoretical works on the subject, while the mechanical application of a local list under every subject and various subdivisions under it has the effect of scattering in many places material which belongs together. The value of the Library of Congress practice will be recognized, I believe, if for instance the subarrangement of such subjects as Money, Banking, and Insurance is examined in class HG. This does not preclude the introduction of more or less extended local lists under special subjects whenever that interest predominates, as is often the case with questions of the day in the stage of discussion. The schedules also embrace a mass of technical detail in the way of tables of form divisions and similar devices for the treatment and orderly arrangement of masses of material such as official documents and the like. As a convenient and reasonable compromise between the chronological (or scientific) arrangement of single works which separates editions of the same work, and the alphabetical arrangement by author, which places side by side works belonging to different periods of development of a science, period divisions with alphabetical subarrangement have been introduced; they are fixed to correspond as nearly as may be to the periods of development of the science in any given case. Pamphlets and similar material are, however, as a rule arranged by date even within the period division. It is hoped that such specifications in the schedules may be of service to others who have occasion to deal with these minor problems.

The general principle of arrangement within the classes or under subjects is as follows: (1) General form divisions: Periodicals, Societies, Collections, Dictionaries, etc. The placing of this material at the head of a class, or subject, has besides its logical justification, the great practical advantage of marking on the shelf, visible even at a distance, the beginning of a new subject. (2) Theory. Philosophy. (3) History. (4) Treatises. General works. (5) Law. Regulation. State relations. (6) Study and teaching. (7) Special subjects and subdivisions of subjects progressing from the more general to the specific and as far as possible in logical order. When among a considerable number of coördinate subdivisions of a subject a logical principle of order was not readily discernible, the alphabetical arrangement was preferred. The general principle has also, to a certain

extent, governed the order of the main classes, looking upon the group as a comprehensive class; A Polygraphy; B Philosophy, Religion; C—G Historical sciences; H—K Socio-political sciences, Law; L Education; M Music; N Arts; P Language and Literature; Q Science; R—V Applied sciences, Technology, etc.; Z Bibliography, the Index to the whole.

It is expected that in the course of the year all the schedules will be printed. They have been applied in the classification of over 1,000,000 volumes in the Library of Congress and when completed will have been tested on twice that number. A number of other libraries, among them several highly specialized ones, are using this classification and have expressed themselves well satisfied. Their experience in some cases points to the conclusion that with the Library of Congress printed cards and classification a library may be more economically cataloged and classified and with better results than by any other method at present available.

The next paper, written by WILLIAM STETSON MERRILL, chief classifier of the Newberry library, Chicago, was read by Miss Bertha Wakefield, head cataloger of the Seattle public library.

THE PROBLEMS OF CLASSIFICATION AND AN A. L. A. CODE

In American and English libraries and presumably to some extent in Continental libraries, the problems of classification are becoming more and more practical in their scope. The makers of classifications to-day must work out their schemes with an eye to practice and convenience as well as to theory. The classification of human knowledge, the true or ideal arrangement of the sciences in orderly sequence, is a problem that has occupied thinkers from the time of Aristotle to our own. This problem, interesting in itself, is of importance to the librarian. But in adopting a classification for his own use, the librarian must bear in mind many other features of a classification besides its ideal unity, consistency or logical arrangement. One may say that any system, however consistent and philosophic, which does not suit the every-day needs of public libraries to-day, has no chance of general adoption or of continued use. Libraries must move with the time; they share in the bustle of business to some extent and they must yield to its demand for organization; they are susceptible to the strife of competition and must suit their practice to bring about quick and effective results. Information is demanded to-day in compact and authentic form, and people must have it "right away." Belated subjects are looked for near one another; the plan of classification is expected to reflect the literature which it arranges, not to break it up into arbitrary divisions. So far as classification can accomplish these ends and meet these demands it is bound to do so. Practical usefulness is the criterion by which a new system must be selected; it is also the test by which existing systems will be tried in the future.

There are a number of systems of classification in the field, logically arranged and carefully worked out with reference to the practical needs of libraries. The librarian who is about to classify or to reclassify his library may choose between them. Each has certain points of advantage and of disadvantage which must be weighed and considered with reference to the character and needs of the library adopting it. Certain prime requisites may, however, be mentioned which should be found in any system of classification either now in use or intended for the use of American libraries, and without these characteristics it is safe to say that no system will continue to hold its own in library science.

The first requirement of a classification is that it shall be adapted to classify the literature of the present time as well as of past time; that is to say, in nomenclature and arrangement it must be either up to date or else capable of modification to make it so. The second requirement of a classification is that it shall be expansive or susceptible of addition to accommodate new

topics, new points of view, new sciences and new affiliations of old sciences. The word expansive is used here in a wide sense. Any system that allows the insertion of new headings in their proper places in the scheme, either by leaving gaps or by allowing for an indefinitely expanded notation, fulfils this requirement, whether the system is called expansive by its author or not. This brings us to a third feature of classification, namely, that its notation shall not hamper its due expansion and growth, but shall serve as a means of conserving its orderly arrangement. Too often, it is to be feared, a desirable change or the addition of a new heading in a system of classification is deferred because the notation does not allow for it. This is to invert the true function of a notation.

Such may be called the general problems of the classifier. They form part of the law of his profession; let us turn now to its practice. That there are serious problems in the actual assignment of books to their appropriate classes has been brought home to every classifier of experience, and the longer he classifies the more numerous and serious seem these problems; at least such is my experience after sixteen years devoted almost exclusively to this branch of library service. Some of these problems may be grouped as follows: (1) the determination of the primary content of a book; (2) choice between two or more topics in a book, given equal or nearly equal weight; (3) conflict of two classes facing, like Janus, two ways; (4) the treatment of individuals; (5) form versus content; (6) indexing. As these headings are somewhat abstract, let us consider them briefly in the concrete.

The first principle of library classification is, or in my opinion should be, to classify a book according to what may be called its primary content, or in scholastic terms, according to the "first intention" of its author. "What is this book about?" should be in the mind of the classifier, not "Why is it written?" or "Where will it be useful?" Let it be noted that usefulness is, of course, the main purpose of classification but for practical purposes it is best attained by following a scheme of classification and not by departing from it. The scheme itself is supposed to group a class where it will be most useful; the practice of the classifier should be to place under its class every book that belongs there by its main content.

The choice between two topics treated in a book has two aspects. First, the arrangement of the classification itself may separate, for example, art from archæology, politics from history, drama from theatre. Or a question may arise from the dual content of the book itself, which may treat of two things, two subjects, or the influence of one agency upon another. Shall a book on the influence of Italian upon French literature go under the first or under the second literature? Where shall we class the controversy between Fénelon and Bossuet regarding Quietism, a matter both personal and theological? Shall memoirs and biographies of individuals always go in the class biography or shall the classification be determined by the amount of personal element in the book? Books on "geography and history," "music and morals," "evolution and the fall of man" are problems seemingly indifferent as to solution unless the classifier is guided by certain principles of procedure; and unless he have a grasp of principles, a classifier runs the risk of continual inconsistency in his work.

The question of form versus content relates to the proper classification of series, poetry, drama, ballads, historical fiction, periodicals and the like. Here classifiers will differ as to following the subject of the book or classing it by its literary form.

Finally the bearing of an index of the classification upon the subject catalog of the library is one that demands careful consideration. The relation of the classification itself to the catalog and to reference work is a broad subject, and all that may be said here is that duplication of work should be avoided. The subject catalog should be planned to bring out always some aspect, grouping or bearing of a subject that is not brought out by the classification, and *vice versa*.

This most cursory survey of the field cer-

tainly reveals one significant feature of classification to-day, namely its lack of code of procedure. Every classifier must learn somehow or other to classify; he learns this partly by instruction but more by experience. Yet the fruits of his experience are, as a rule, available to no one besides himself. Some libraries keep a record of important decisions regarding the classifying of books, such as series, memoirs, books of dual content and the like. But it is doubtful if any library has set seriously to work to reduce these decisions to a system of principles applicable to various types of books. Certainly classifiers of less experience get practically no assistance in this direction from their better equipped colleagues.

The time has come, in my opinion, for the A. L. A. to take in hand the compilation of a code of procedure for library classification. The task may well be undertaken by a committee acting along lines similar to those followed by the committee on catalog rules. The field is virgin soil; its capacities are as yet almost unknown. But I am convinced that when we begin to cultivate it the yield will be a surprise all round. The cataloger has had perhaps all the aid and attention that he needs for the present. Let us turn now to the classifier. The course of procedure in classification has been left either to the incidental directions or expressions of opinion scattered through the published schemes, or to the individual judgment of classifiers or teachers in library schools. Procedure in the department of classification is in the stage that cataloging was before the publication of Cutter's Rules. It is a congeries of maxims, opinions and local practices. Let us gather and sort these maxims, and when we have discerned the principles underlying them, let us formulate these principles into a code that may be as practical and as useful to the profession as our catalog code has proven to be. Such a work is timely, it looks practicable, and it is certainly worth the doing.

The following resolution sent by Mr. Merrill, was read and approved and ordered referred to the Executive board:

WHEREAS, there has hitherto been no general code of practice for the use of library classifiers, embodying the principles of classifying books and codifying the gathered experience of expert classifiers; and

WHEREAS, such a code may be of service in connection with any recognized system of classification or notation,

BE IT RESOLVED by the A. L. A. Catalog section, in conference assembled, that the Executive board of the American library association be advised and requested to appoint a Committee (1) to consider the advisability, practicability and mode of procedure of compiling an official code for classifiers; (2) to report at an early date to the Executive board; and (3) to be empowered by the Executive board to take such further steps as shall be deemed best.

The subject of the next paper was "Indexing and Indexes," by EMMA HELEN BLAIR, of Madison, Wis., one of the editors of "The Philippines," and an expert indexer. In the absence of Miss Blair her paper was read by Miss Oakley.

INDEXING AND INDEXERS.

Mr. W. F. Poole is quoted as saying that "indexing is a task that is only fit for prison convicts, but nevertheless it demands brains." It is often tedious, and much of it is drudgery to even the most optimistic temperament; but it has some compensations withal. There is a satisfaction in any kind of work which reduces chaos to order, which erects an edifice from scattered piles of brick and lime and lumber, which cuts roads through the wilderness for travelers and explorers; and just such benefits as these are conferred on the reading public by good indexers. Most books outside of fiction and other light reading are used more for reference than for steady perusal, and those who use them—from the high-school lad who wants material for his exercise in composition to the botanist who is listing all the mosses in the Lake Superior region—need guides to the information desired, even as a saving of time alone. And this not only for historical works, and sci-

entific monographs, and records of research on special technical lines, but even more for biographies, travels, books on education and literary criticism, etc.—wherein highly valuable and recent information is often hidden away in odd corners where few would think to search. An index is therefore a most helpful addition to a book which has added anything of value to the general store of knowledge, in any line of thought or discovery. Both publishers and writers realize this fact more than they did a few decades ago, and most "worth while" books now have indexes of some sort.

But there are indexes and indexes. Often the reader encounters a mere finding-list of names, personal and geographical, not unfrequently attached to a string of figures without distinction or explanation. It takes much enthusiasm to make him wade through 25 to 50 page-references, many of which may prove to be mere mentions of the subject. Sometimes the indexer—especially if he be the author of the book, and a novice in indexing—will add a sort of drapery to this framework of name-lists by giving similar strings of page-references for a few subjects in which he happens to be especially interested, and to such extent as he regards important. The only really satisfactory style of index for a book is the analytical; but the extent and closeness of the analysis will of course vary with the nature and needs of the book indexed. The important series of voyages, travels, and historical works published by the Hakluyt Society of England is a perfect treasure-house of information about all the countries in the world and their peoples, and sadly needs an index; presumably one for the first series (containing 100 volumes) is in process of making by the secretary, who announced this undertaking some five years ago. Another series of great value is The Sacred Books of the East, in 49 volumes; the index to this has just been finished by Prof. M. Winternitz, who has worked at it since 1894, and it is characterized as "an analytical index aiming to be a scientific classification of religious phenomena."

Many books of scientific and technical nature are hard to index, except by a person who has had training on such lines or at least some acquaintance with the subject, especially when they deal with the science of thought; such books usually require at least the supervision of a scientific expert. But when they are concerned with the science of fact, they should be handled without serious difficulty by a person of clear, systematic mind who has a wide range of general knowledge and reading. Indeed, this background of general knowledge is an important factor of success in any quasi-literary work, as proof-reading, indexing, and translating; in any of these there seems to be use for every scrap of knowledge that one has ever picked up. The old-time printing office rule was, "Follow copy, if you follow it out of the window;" but it will not answer to take refuge behind this in some cases, even when the copy is typewritten. At times, the responsibility falls on proof-reader, indexer, and translator of deciding what the copy or original ought to be, rather than what it is; they must have some understanding of what the author meant to say, or really thought, or ought to have stated, and make due correction or query.

Another field for indexing is that of magazines and newspapers, and the journals and transactions of learned societies; this is usually an easier kind of work, since in most cases only the names of writers, the titles of papers, and the subjects of the latter, are required. Unfortunately, most work in this field has been very poorly done —so much so, that Mr. Poole in his invaluable index of periodicals was compelled to adopt the rule, for himself and his assistants, of not using the magazine indexes. Occasionally a periodical devoted to some scientific or professional field will desire a fairly comprehensive index of that special subject in its various aspects or connections. Some of the leading daily newspapers in the large cities have had their files indexed; some others have attempted or begun such indexes, but soon abandoned the effort, because of its cost. This timidity, however, is short-sighted, if the proprietors can possibly spare the money; for each

year's neglect renders greater the difficulty of reference to the past files, and the apparent cost of the necessary work, while the yearly cost of keeping it up is comparatively small when once the previous files are indexed. An index of this sort requires the best sort of work, and a person of experience, judgment, and knowledge of the world of affairs—especially an acquaintance with political matters, both general and local.

Still other places where this sort of work is demanded (and it is a steadily increasing demand) are state departments and commissions, municipal offices, banks, insurance and railway companies, law offices, commercial firms and publishing houses. In all these places the idea of indexing has arisen with the great increase of business the world over, in both extent and complexity; and it is simply a feature of the systematic and methodical organization which is everywhere rendered necessary by that increase.

What sort of person is suited for doing such work? The qualifications and equipment that it requires are more native than acquired, more in personality than in book-learning; yet these latter furnishings are of great value. The first-class indexer is, like the poet, the critic, the translator, "born, not made;" yet we would all rejoice if there were fewer vacancies in the ranks of the second class, in all those kinds of achievement. Indexing is not commonly classed with the fine arts or the learned professions; but let not him who practices it regard it as a trade. To him, at least, it should be as an art and a profession; and, if he so regards it, that feeling will be evident in the quality and value of his work when done. It is only work of this sort that will bring the demand for more. It is certainly as true in indexing as in all other employments that really successful work must be the expression of high ideals in standards and aims; and that, since such ideals are all too rare among workers in every line, there is "always room at the top."

To "index" a book is, according to the dictionary, "to point out, to render available the information therein contained." But the indexer himself must first see those things before he can show them to others; nor can he safely halt at mere facts and figures in the text. He must be able to see the real meaning or import when it is only implied, the undercurrent of the author's thought or purpose, the tendencies of a nation's social life, the basis of its economic conditions, or the gradual development of a scientific theory. Next is needed what a well-known librarian calls "the classified mind," which marshals all these facts and theories in orderly array, in systematic connection, in logical sequence. There are three main plans of arrangement under the respective headings: the alphabetical, the chronological, and the logical. Each of these has special advantages for special purposes; the nature of the matter indexed must determine which should be chosen in each case. Always the aim should be to render the information accessible to its readers in terms as simple, clear, and accurate as possible—to which end the indexer should not let himself be trammeled beforehand by any mere theory or cut-and-dried plan of work. It is as true in indexing as in cataloging and classification that any system must, to be really useful and valuable, have sufficient elasticity and flexibility to adapt it to varying circumstances and needs, and that "cast-iron" rules are often far more honored in the breach than in the observances. It would be folly to use the same plan for indexing Prof. William James's book on "Pragmatism" and Lieutenant Shackleton's report of his Antarctic explorations. Each book shapes a system for itself, according to its purpose and scope. Shall the analytical index be full or short? This requires a suitable sense of proportion: the subjects discussed within one book may be of varying importance, and sometimes but few of them need extensive development, so that it would be waste of time to treat them all alike. Nor is it well to supply much predigested food for the reader; as long as he can reach it easily, it is better that he do most of his own cutting and chewing, unless the matter is unusually difficult or complicated.

When the indexer undertakes a piece of work, how can it be best performed? The prime requisite in method is economy of labor and time, both of these being equivalent terms for money—which neither publishers nor authors, and still less commercial houses, are inclined to lavish upon such work. Very few persons have any adequate idea of the cost of making an index of any sort. The other day I received a letter relative to "a card index for the —— Journal (27 volumes). Kindly give an estimate of the time this work would require, and the probable charge for the same." As no other data were furnished for the estimate asked, it reminded me of the experience of the prophet Daniel, when the king not only desired him to interpret his dream, but to relate the dream itself, which the king had forgotten.

Some printed instructions for indexing advise the student to make all his single index cards, then verify and check each entry from the text, then arrange the slips in the desired order, and finish by copying them all on clean sheets for the printer. I have known of a few indexes made in this way, and consequently about twice as expensive as they ought to be; but the employers are not likely to follow this plan a second time, and no publisher or editor who knows anything about indexing is willing to pay for such waste of time. A good indexer will make each entry correctly at the start, and not need to verify it; he will write each card in a good legible hand which can be used as it stands for printer's copy; and he will so plan the work as to avoid copying or rewriting cards, whenever possible. If you will pardon the personal allusion, I will describe my own plan for economy of time and effort. As I make each card with its subject-heading and first reference thereto, I lay it on the table before me, in its proper alphabetical place; and for each new reference to that subject I add simply the page-number to that card, until it is full, or the subject is no longer mentioned; one card will thus contain from 20 to 40 page-references. As the cards increase, I place them in piles keeping together those of a similar meaning or relationship, and following wherever practicable, an alphabetical arrangement. Personal names I place in one pile, alphabetically. If I want any card I can turn to it quickly, to add a new reference; nor do I use as much time in this as I would spend in writing a new heading for another card; moreover, I thus save the handling of an immense number of cards when I come to the sorting and arranging after the first cards are written. At the present time I have on my table about 5,000 cards, thus classified, in 50 piles, representing the work of indexing a series of over twenty volumes; and most of them are all ready for the printer. If each entry had been written on a separate card, I probably would have on hand some 15,000 cards, at a low estimate. To do work in this way requires considerable experience, with a good memory, and what the phrenologists call a good bump of locality; and many persons choose the more diffuse and cumbersome method rather than try to keep so many cards in mind. But, as it has been already stated, there is no iron rule for this; each person should find out in what way he can work most naturally and effectively, and follow it.

The headings for cards should be selected with judgment, accuracy, and sense of their relative importance, and should be worded very clearly and concisely; they constitute the basis on which the index-matter will be classified in its compilation, and should be such as the reader of the book would most naturally look for. After all are written, they are arranged in alphabetical order, cards under one heading combined when necessary, and cross-references inserted when these are desirable to connect subjects related to each other; finally, all are pasted on sheets, in due order, and are ready for the printer.

A few suggestions may be made as to indexing the clippings, circulars, old magazines, and other stray material that drifts into a library or a professional man's study. We all know how such flotsam accumulates —often not worth classifying and cataloging, yet containing something one wishes to use and preserve. The daily newspapers

contain much that is useful for reference and for library bulletins, especially where school children and study-clubs undertake to keep track of current events. The specimen or duplicate copies of magazines and illustrated weeklies, sometimes also book-circuiars, contain views, portraits, historic scenes or buildings, fine engravings, colored pictures of birds and flowers, which are worth saving. There is much material in magazines and newspapers describing the educational and philanthropic movements of the day, that may be used to advantage by local welfare associations. The librarian may save much of the above-named material, and friends of the library can be secured in almost every community who will aid her in similar ways. If pictures, clippings, etc., are roughly classified, and placed in pamphlet cases, or card or envelope boxes, or large manila envelopes, they will occupy but little space and can be easily found when required. For this purpose, each should have a corresponding index-card, on which is written the subject, name of magazine or paper from which it was taken, and a reference to the box or envelope in which it is kept—the latter to be designated by some word, letter, or number, which is repeated on the card. As these cards are for merely occasional or temporary use, they may be written with a pencil and require no elaboration in style; centimeter spacing, and red-ink headings, and canary cards are quite superfluous for this use. When the club-woman wants information about open-air schools, or folk-dances, or juvenile courts, the librarian is quite likely to find in her boxes some information on these subjects that is not in printed books, but showing what is being actually done at this very time in Chicago or Rochester or Boston. Or she can give the school children a description of King George's coronation, or an account of the way in which Uncle Sam recently obtained in Algeria, many new varieties of dates to be planted in the hot deserts of Arizona, or the narrative of Dr. Grenfell's noble mission work in Labrador—all beautifully illustrated; and the simple index above described will enable her to turn very quickly and easily to any of them. This is only one of the many ways in which the people, especially the children, may be brought into closer contact with the world of affairs, the great movement of human progress which never before in the world's history has been so rapid and broad.

I have not had leisure to ascertain to what extent indexing is taught in the library schools; but I was told about three years ago, by two of the most prominent librarians in the country, that the demand for such instruction was increasing and that it ought to be given in the library schools. It would seem a pity to load upon most of their students much work additional to their present strenuous and intense curriculum; but, where judicious substitution can be made for some of their work, or where some of it can be required before entrance, those schools would seem to be a fit and proper agency for providing instruction in both indexing and proof-reading. Room for this may be found in the probable changes which for some time have been visible on the horizon, in the scope, conduct, and methods of the library schools of this country—changes which will doubtless be hastened and shaped to a considerable extent by the establishment of the proposed institute for library training in New York City with a rich endowment by Mr. Andrew Carnegie. This new institution may reasonably be expected to establish new and higher standards of training, and to furnish advanced and more highly specialized courses of study, with new and up-to-date methods; and those features will naturally reflect their influence and be to some extent repeated in the other schools. Definite results in the advancement of library work and standards must certainly result from the recent establishment of the A. L. A. section for matters connected with professional library training. The outlook is very hopeful in all directions.

Mr. C. W. Andrews read the following letter from Miss Harriet W. Pierson, of the catalog department of the Library of Congress:

Mr. Andrew Keogh, May 13, 1911.
Yale University,
New Haven, Conn.

Dear Sir:

I wish that the question of the official English form of name for international congresses and bodies might be discussed at the meeting of the American library association. The A. L. A. rule is as follows (101):

International meetings. Enter international meetings, conferences, and congresses, of private persons, under their English names provided their publications have appeared in English or that language is specified as one of the official languages of the conference. In other cases enter under the name in the language in which most of the publications have appeared, or when this cannot be ascertained, under the name by which the conference is best known.

International congress of Orientalists, with references from Orientalists, International congress of; Congrès international des orientalistes; Internationaler orientalisten congress, etc., etc.

This seems, on the whole, to be the most satisfactory rule that could be framed. Experience has shown, however, that much time is consumed in searching for the English form of name; if found, it is difficult to choose one of several forms; if not found, and entry is printed in vernacular form, it frequently happens that the English name soon afterward appears, and the cards have to be reprinted, involving no little expense.

As is no doubt known to you, there exists at Brussels an institution called the "Office central des institutions internationales," which has published a work most useful to catalogers, entitled "Annuaire de la vie internationale. 1908-09."

It seems to be within the scope of the work of the Office to simplify and to make uniform the names of international meetings and bodies. May not American librarians very properly make a recommendation to the Office to the effect that they secure from the various international organizations which have English speaking delegates, an official form of the name *in English*, this to be printed in a new edition of the Annuaire, or in the publications of the congresses, as is already done in a few cases.

I understand that the committee to consider the extension of the international cataloging rules will probably have its headquarters in Brussels. If invited to do so by the A. L. A. Catalog section, would not this committee be able to arrange the matter with the Office central des institutions internationales?

Very respectfully,
(Signed) HARRIET W. PIERSON.

Mr. Andrews said he heartily endorsed her suggestion; that at The John Crerar library the French form is used, but he would be glad to see an official form adopted. It was voted to refer the matter to the Executive board.

Mr. Lane, librarian of Harvard university, explained the system of classification in use in the university library, and also gave much information in regard to the printing of catalog cards undertaken by the library, the field covered, price of cards, etc.

After miscellaneous discussion the nominating committee reported as follows for officers for 1912:

For chairman, Miss Laura A. Thompson, cataloger, Library of Congress, Washington, D. C.

For secretary, Miss Mary Elizabeth Hawley, asst. cataloger, John Crerar library, Chicago. These officers were elected.

Adjourned.

CHILDREN'S LIBRARIANS' SECTION

FIRST SESSION

Saturday afternoon, May 20.

The first session of the Children's librarians' section was a public meeting held in the Shakespeare club-house, under the auspices of the Pasadena women's clubs. Mr. HENRY E. LEGLER, librarian of the Chicago public library, gave an address, illustrated with lantern slides, on

LIBRARY WORK WITH CHILDREN

Not long since a man of genius took a lump of formless clay, and beneath the cunning of his hand there grew a great symbol of life. He called it Earthbound. An old man is bowed beneath the sorrow of the world. Under the weight of burdens that seemingly they cannot escape, a younger man and his faithful mate stagger with bent forms. Between them is a little child. Instead of a body supple and straight and instinct with freedom and vigor, the child's body yields to the weight of heredity and environment, whose crushing influence press the shoulders down.

In this striking group the artist pictures for us the world-old story of conditions which meet the young lives of one generation, and are transmitted to the next. It is a picture that was true a thousand years ago; it is a picture that is faithful of conditions to-day. Perhaps its modern guise might be more aptly and perhaps no less strikingly shown, as it recently appeared in the form of a cartoon illustrating Mrs. Elizabeth Barrett Browning's verse:

The Cry of the Children

Do ye hear the children weeping, O my brothers,
Ere the sorrow comes with years?
They are leaning their young heads against their mothers,
And that cannot stop their tears.
The young lambs are bleating in the meadows,
The young birds are chirping in the nest,
The young fawns are playing with the shadows,
The young flowers are blowing towards the west—
But the young, young children, O my brothers,
They are weeping bitterly!
They are weeping in the playtime of the others,
In the country of the free.

Do you question the young children in the sorrow,
Why their tears are falling so?
The old man may weep for his to-morrow
Which is lost in long ago;
The old tree is leafless in the forest,
The old year is ending in the frost,
The old wound, if stricken, is the sorest,
The old hope is hardest to be lost;
But the young, young children, O my brothers,
Do you ask them why they stand
Weeping sore before the bosoms of their mothers,
In our happy Fatherland?

* * * * * *

Go out, children, from the mine and from the city,
Sing out, children, as the little thrushes do.
Pluck your handfuls of the meadow cowslips pretty,
Laugh aloud to feel your fingers let them through!

Only in recent years has there grown into fulness a conception of what the duty of society is towards the child. For near two thousand years it was a world of grown-ups for grown-ups. Children there have been—many millions of them—but they were merely incidental to the scheme of things. Society regarded them not as an asset, except perhaps for purposes of selfish exploitation. If literature reflects contemporary life with fidelity, we may well marvel that for so many hundreds of years the

boys and girls of their generation were so little regarded that they are rarely mentioned in song or story. When they are, we are afforded glimpses of a curious attitude of aloofness or of harshness. Nowhere do we meet the artlessness of childhood. In a footnote here, in a marginal gloss there, such references as appear point to torture and cruelty, to distress and tears. In the early legends of the Christians, in the pagan ballads of the olden time, what there is of child life but illustrates the brutal selfishness of the elders.

Certainly, no people understood as well as did the Jews that the child is the prophecy of the future, and that a nation is kept alive not by memory but by hope. Childhood to them was "the sign of fulfillment of glorious promises; the burden of psalm and prophecy was of a golden age to come, not of one that was in the dim past." So in the greatest of all books we come frequently upon phrases displaying this attitude:

"There shall yet old men and old women dwell in the streets of Jerusalem, and every man with his staff in his hand for very age. And the streets of the city shall be full of boys and girls playing in the streets thereof."

"They shall remember me in far countries; and they shall live with their children."

And most significant of all: "Suffer the little children to come unto me."

In the centuries intervening, up to a hundred years ago, the men of pen and the men of brush give us a few touches now and then suggestive of childhood. However, they are observers rather than interpreters of childhood and its meaning. In the works of the great master painters, the dominant note is that of maternity, or the motive is devotional purely. Milton's great ode on the Nativity bears no message other than this. In the graphic tale that Chaucer tells about Hugh of Lincoln, race hatred is the underlying sentiment, and the innocence of the unfortunate widow's son appears merely to heighten the evil of his captors and not as typical of boyhood.

Of the goodly company known collectively as the Elizabethan writers, silence as to the element of childhood is profound. In all the comedies and the tragedies of the greatest dramatist of all, children play but minor parts. In none of them save in King John, where historic necessity precludes the absence of the princes in the Tower, they might be wholly omitted without impairment of the structure. In the Merry Wives of Windsor, Mistress Anne Page's son is briefly introduced, and is there made the vehicle for conversation which in this age might be regarded as gross suggestiveness.

True, that is a rarely tender passage in the Winter's Tale wherein Hermione speaks with her beloved boy, and the pathos of Arthur's plea as he asks Hubert to spare his eyes is of course a masterpiece of literature; these, however, the sum total of the great dramatist's significant references to childhood.

In the great works on canvas, save where the Christ-child is depicted, may be noted that same absence of the spirit of childhood. Wealthy and royal patrons, indeed, encouraged great artists to add favorite sons and daughters to the array of portraits in their family galleries. In time, the artists gave to the progeny of the nobility and the aristocracy generally, such creations as to them seemed appropriate to their years. These poses are but the caricature of childhood. Morland, Gainsborough, Sir Joshua Reynolds and other artists of their day represented the children of their wealthy patrons in attitudes which savor somewhat of burlesque, though it may have been intended quite seriously to hedge them about with spontaneity.

It has been said that "a child's life finds its chief expression in play, and that in play its social instincts are developed." If this be true, we find in some contemporary canvases of this English school a curious reproduction of the favorite pastimes of children. One is called "bird-nesting," the title descriptive of the favorite diversion thus depicted. Another bears the legend "Snow-balling," and with no apparent disapproval save on the part of the little victims, shows a group of larger children ruth-

lessly snow-balling some smaller ones who have sought shelter in the portico of a church. Some distance down the street the form of an aged woman suggests another victim of youthful playfulness.

A century and a half ago there was born, frail at first but with constant growth, a perception that the great moving forces of life contain elements hitherto disregarded. Rousseau sounded his thesis, Pestalozzi began to teach, and but a little later on, Froebel expounded his tenets. We need not be concerned as to the controversial disputation of rival schools of pedagogues whose claims for one ignore the merits of the other. A new thought came into being, and both Pestalozzi and Froebel contributed to its diffusion—whether in the form of Pestalozzi's ideal, "I must do good to the child," or Froebel's, "I must do good through the child," or perhaps a measurable merging of the two.

Responsive to the note of life and thought around them, the great authors of prose and verse began to inject the new expression of feeling into what they wrote. Perhaps best reflected, as indeed it proved most potent in molding public opinion, this thought entered into the novels of Charles Dickens. These, in the development of child life as a social force, not only recorded history; they made history, and the virile pencils of Leech and Phiz and Cruikshank aided what became a movement.

For the first time in literature, with sympathetic insight, there was laid bare the misery of childhood among the lowly and unfortunate, and the pathos of unhappy childhood was pictured with all its tragic consequences to society as a whole. In the story of Poor Joe, the street-crossing sweeper, who was always told to move on, we read the stories of thousands of the boys of to-day. His brief tenantry of Tom-all-Alones shows us the prototype of many thousands of living places in the slums of our own time. Conditions which environ growing boys and girls—not only thousands of men, but many millions—in the congested cities of the Anglo-Saxon world, are well suggested by the names which have been given in derision, or brutally descriptive as the case may be, to such centers of human hiving as the House of Blazes and Chicken-foot Alley, in Providence; Hell's Kitchen in New York; the Bad Lands in Milwaukee; Tin Can Alley, Bubbly Creek and Whiskey Row back of the stockyards in Chicago. In these regions and in others like them darkness and filth hold forth together where the macaroni are drying; broken pipes discharge sewage in the basement living quarters where the bananas are ripening; darkness and filth dwell together in the tenement cellars where the garment-worker sews the buttons on for the sweat-shop taskmaster; goats live amiably with human kids in the cob-webbed basements where little hands are twisting stems for flowers; in the unlovely stable lofts where dwell a dozen persons in a place never intended for one; in windowless attics of tall tenements where frail lives grow frailer day by day.

Lisabetta, Marianna, Fiametta, Teresina,
They are winding stems of roses, one by one, one by one—
Little children who have never learned to play;
Teresina softly crying that her fingers ache to-day.
Tiny Fiametta nodding when the twilight slips in, gray.

High above the clattering street, ambulance and fire-gong beat;
They sit, curling crimson petals, one by one, one by one.
Lisabetta, Marianna, Fiametta, Teresina,
They have never seen a rosebush nor a dewdrop in the sun.
They will dream of the vendetta, Teresina, Fiametta,

Of a Black Hand and a Face behind a grating;
They will dream of cotton petals, endless, crimson, suffocating,
Never of a wild rose thicket, nor the singing of a cricket;
But the ambulance will bellow through the wanness of their dreams,
And their tired lids will flutter with the street's hysteric screams.

Lisabetta, Marianna, Fiametta, Teresina,
They are winding stems of roses, one by one, one by one;
Let them have a long, long playtime, Lord of Toil, when toil is done;
Fill their baby hands with roses, joyous roses of the sun.

Reverting to Poor Tom, well may the words of Dickens in Bleak House serve as a text for to-day: "There is not an atom of Tom's shrine, not a cubic inch of any pestilential gas in which he lives, nor an obscurity or degradation about him, nor an ignorance, nor a wickedness, nor a brutality of his committing, but shall work its retribution, through every order of society up to the proudest of the proud and the highest of the high."

Whatever of permanence the ideal democracy which underlies our institutions may achieve, it will not be the survival of conditions such as these, but the fruition of their betterment. Recognition of the sinister elements involved determines the modern type of library work with children. That work rests upon a knowledge of the background which has been pictured, upon the use of methods that shall reach sanely and effectively the contributing causes, upon correlation of all the social forces that can be brought to bear unitedly.

Recognition of conditions and causation gives power to, and justifies the modern trend of, library work with children as the most important and far-reaching of all its great work. Of thirty million men and women, and their children, who have come from over-seas in two generations, 83 per cent were dwellers along the rim of the Mediterranean. Largely from that source have our towns grown overnight into swarming cities. Their children of to-day will be the men and women who in a generation will make or unmake the Republic. Ignorance and greed, rather than necessity, breed the chief menace in our national life. Alone, as a detached social force, the library cannot hope to combat these, but in correlation with other forces may serve as one of the most potent agencies. In the children's rooms and in kindred places, the missionaries of the book take the disregarded bits of life about them and weave them into a human element of power. The children's rooms in the library and what they imply in the life of the people, are of such recent origin and growth that the complete force of their present-day work will not be fully apparent for a quarter century. What they hope to do, the instruments they purpose to use, are given succinctly in the pronouncement of one of our most progressive libraries.

OBJECTS OF LIBRARY WORK WITH CHILDREN

To make good books available to all children of a community.

To train boys and girls to use with discrimination the adult library.

To reinforce and supplement the class work of the city schools (public, private, parochial and "Sunday" schools).

To co-operate with institutions for civic and social betterment, such as playgrounds, settlements, missions, boys' and girls' clubs; and with commercial institutions employing boys and girls, such as factories, postoffice special delivery division, telegraph and telephone agencies and department stores.

And first and last to build character and develop literary taste through the medium of books and the influence of the children's librarian.

Pursuing these purposes, endeavoring to meet these tests, library work with children will make for better citizenship. It will take account not only of the children of the poor, but of the children of the well-to-do, who may need that influence even more. In the cities, which now overshadow our national life, there are no longer homes; there are flats, where the boys and girls are tolerated—perhaps.

"Our problem is not the bad boy, but rather the modern city," says Prof. Allen Hoben. "The normal boy has come honestly by his love of adventure, his motor propensities and his gang instincts. It is when you take this healthy biological product and set him down in the midst of city restrictions that serious trouble ensues. For the city has been built for economic convenience, and with little thought for human welfare. Industrial aim is evidenced to every sense. You smell industrialism in the far-reaching odors of the stockyards. You hear it in the roar of the elevated hard by the windows of the poor. You see it in a water front that people cannot use, and you touch it in the fleck of soot that is usually on your nose. The proof of indus-

trial aggression ceases to be humorous, however, when it shows itself in the small living quarters of many a city flat where boys are supposed to find the equivalent of the old-time house. Constituted as he is, the boy cannot but be a nuisance in the flat community. And because the flat dweller moves frequently, he will be without those real neighbors of long standing whose leniency formerly robbed the law of its victims. Furthermore, he has no particular quarters of his own where he may satisfy his sense of proprietorship and save up the numerous things he collects with a view to using them in construction. The flat dwellers will not permit the noise or litter incident to such building as a boy likes; and he has little if any part in the labor of conducting the house. He loses dignity as a helpful and necessary member of the family, he loses that loyalty which attaches to the old familiar places of boyhood experience and strengthens many a man to-day, making him more kind and consistent in his living by virtue of homestead memories."

So the boy is driven to the street as his domain. It is his playground. And here he encounters the policeman. Of 717 children arrested in one month in New York City, more than half were arrested for playing games. Parenthetically, the fact may be quoted that in this children's chief playground in a period of ten months 67 children were killed and 196 injured.

Unerringly, these facts point to a union of social forces—the children's library and the children's playground, a realization of that clear comprehension which the ancient Greeks had of the unity between the body and the mind. Quoting Plato: "If children are trained to submit to laws in their plays, the love of law enters their souls with the music accompanying their games, never leaves them, and helps them in their development."

Having in thought physical recreation as a stimulus to mental development, in combination bringing home the joyousness of life, an ideal union of forces is being effected in some of the larger cities. In some places, the movement has assumed but an initial stage—a bit of tent shelter for distribution of books to children gathered at the sand pile. In some instances co-operation has joined the work of park breathing centers and library organizations. This has reached completed form in the placement of branch libraries as part of the park equipment, either quarters within a general building, or a separate little building adjacent to or on the athletic field.

But whether in place of high or low degree; whether in rented store or memorial building of monumental type; whether in the rooms of a school building or a corner in a factory; whether by this method or by that, the children's librarian employs the printed page to serve as instrument to these ends:

The building of character, making for the best in citizenship.

The enlargement of narrow lives, bringing the joy and savour and beauty of life to the individual.

The opening of opportunity to all alike, which is the essence of democracy.

And in the doing, an incidental and a great contribution is made to society as a whole. For, as the story hour unfolds a new world to the listener whose life has been bounded by a litter-covered alley and three bare walls, or whose look into the outside world has been perhaps a roof of tar and gravel and a yawning chasm beyond, so the development of the imagination through the right sort of books shall make possible the fullest development of the individual boy and girl. In many a life there has been a supreme moment when some circumstance, some stimulus has changed that life for good or ill. For want of that stimulus, the dormant power of many a man has gone to waste. Half the derelicts of humanity who are but outcasts of the night had in them the making of good men—perhaps some of them of great men, in science or in art. There is no waste that is greater than lost opportunity; there is no loss so great as undiscovered resource. Speaking of imagination in work, Mr. Hamilton Wright Mabie points out that:

"So long as the uses of the imagination in creative work are so little comprehended by the great majority of men, it can hardly be expected that its practical uses will be understood. There is a general if somewhat vague recognition of the force and beauty of its achievements as illustrated in the work of Dante, Raphael, Rembrandt and Wagner; but very few people perceive the play of this supreme architectural and structural faculty in the great works of engineering, or in the sublime guesses at truth which science sometimes makes when she comes to the end of the solid road of fact along which she has traveled. The scientist, the engineer, the constructive man in every department of work, uses the imagination quite as much as the artist; for the imagination is not a decorator and embellisher, as so many appear to think; it is a creator and constructor. Wherever work is done on great lines or life is lived in fields of constant fertility, the imagination is always the central and shaping power."

I would have liked in this over-lengthy, but yet fragmentary survey of the field from the viewpoint of the library, to say something of the mistakes which have perhaps been made, and which may still be made unguardedly by reason of over-zeal, whereby the relationship of the work to other things may be ignored or misunderstood; of the danger that over-strong consciousness as to possession of high ideals may dictate too urgent use of books that may have literary style, but do not reach the heart of the boy—driving him to the comic supplement and to the dregs of print for his reading hours. These, and other comments must be left for another occasion.

I would also have liked to say something of the history of work with children in libraries, but Miss Josephine Rathbone has told the story fully and well. In that history, when it shall be written a quarter century hence, it will be fitting to give full meed of honor to Samuel Swett Greene, Edwin H. Anderson, Mrs. H. L. Elmendorf, Miss Frances J. Olcott, Miss Linda A. Eastman and some of the other splendid women of the profession whose presence here precludes the mention of their names.

So, too, I would have liked to give the result, statistically, of an inquiry, which the helpful kindness of Miss Faith E. Smith, chairman of this section, has enabled me to make. It must suffice here to limit the statement to a brief summary that shows less what has been accomplished than what remains to be attempted:

There are in the United States to-day approximately 1,500 public libraries containing each more than 5,000 volumes. The number reporting children's work is 525, with a total of 676 rooms having an aggregate seating capacity of 21,821, and an available combined supply of 1,771,161 volumes on open shelves. The number of libraries in which story hours are held is 152, and 304 report work with schools. Of course, this work is pitifully meager as to many libraries. The number of children who come more or less under the direct influence of children's librarians is generously estimated as 1,035,195 (103 libraries, including all the large systems reporting). There are in the United States of children from 6 to 16 years of age, approximately thirty-three millions.

Behind the work of the children's librarians there is a fine spirit of optimism—not blind to difficulties, but courageous, ardent and hopeful.

Disregarding ridicule, which is but a cheap substitute for wit; regardful of criticism, which is often provocative or promotive of improvement, inspired with the dignity of their high calling, and with a fine vision that projects itself into the future, the librarians engaged in the work with children willingly give thereto the finest and the best of personality that they possess. Descriptive of their spirit, we may aptly paraphrase the words of a great humanitarian of our own generation:

"Some there are, the builders of humanity's temples, who are laboring to give a vast heritage to the children of all the world. They build patiently, for they have faith in their work.

"And this is their faith—that the power of the world springs from the common

labor and strife and conquest of the countless ages of human life and struggle; that not for a few was that labor and that struggle, but for all. And the common labor of the race for the common good and the common joy will bring that fulness of life which sordid greed and blighting ignorance would make impossible."

And you have the faith of the builders.

SECOND SESSION

Monday evening, May 22.

The second session consisted of a round table discussion, conducted by the chairman, Miss Faith E. Smith, director of training class, Chicago public library. The first topic was Intermediate work and the discussion was led by Mr. W. L. Brown, librarian of the Buffalo public library. Mr. Brown had with him a most interesting list of the books included in the intermediate department by the Buffalo public library. These books, he said, are at present shelved in one corner of the children's room, but their use could be increased by putting them on separate shelves in the open shelf room and placing an assistant in immediate charge of this work. The concensus of the opinions brought out by the discussion showed that the best use of the books was made when they were near the adult collection, but in charge of a special assistant.

Mr. R. R. Bowker, editor of the Library journal, spoke to the section concerning Mrs. Minerva Sanders, for many years librarian at Pawtucket, Rhode Island, who thirty years ago was doing work with children. It was voted that a telegram of congratulations for her years of service, and good wishes for the years to come, be sent to Mrs. Sanders, who was affectionately known to the older members of the Association as "Mawtucket." Mr. Bowker and Mr. Peacock of Westerly, R. I., were appointed a committee to send this telegram.

The next discussion was on the question of Library work in summer playgrounds, led by Miss Gertrude Andrus, superintendent of the children's department of the Seattle public library. Miss Andrus confined herself to the practical details and mechanical routine of playground library work. She said in part:

The library in a summer playground serves a double purpose; it supplys books in a district not otherwise reached by the library and it acts as a lure to the use of the main library. If the books are attractive, the children will follow them to the library and thus become permanent borrowers. So it is plain that the books we place in our summer playgrounds must be of the most popular type. Easy books, picture books, fairy tales, stories, histories, books of travel, and books on games and manual arts are the ones in most demand. A knowledge of the district in which the playground is located is also necessary. If the children have a school library and are accustomed to reading, the books sent to the playground will differ from the kind sent to one in a foreign district where little reading has been done.

As the library room is invariably used for other work on other days, the books must be locked up. A satisfactory solution of this is a built-in bookcase with adjustable doors which may easily be lifted from their sockets and set aside when access to the books is desired, and may be replaced and padlocked when the day's work is done. The arrangement of the room and the charging desk should always be made so that the exit can be very carefully supervised.

In order to conserve our time so that we may have leisure to give attention to individual children, we must arrange to have the mechanical part of the work as systematic as possible. Playground library work is a life of stress and strain. Everything comes in rushes. There is always a mad dash for the door as soon as the library is opened, for each child is sure that unless he is the first he will miss the good book that he is convinced is there. This rush of course makes it difficult to discharge the books, slip them, shelve them, and at the same time charge the ones the children have selected, to say nothing of helping the children in their choice. We have therefore found it best to collect the books be-

forehand, discharge them and distribute the cards among the children before opening the library doors. When the Newark system is used, however, and a child has drawn two books, this may result in considerable confusion, for the books may be separated and one may not be sure that both charges on the card should be cancelled. When our first playground library in Seattle opened, we used the Browne system of charging and this proved so satisfactory that we have continued to use it in the others. According to this method, each borrower receives two cards. When a book is borrowed, the book slip is drawn and put with one of the borrower's cards in a small envelope. It is readily seen how easy it is to avoid complications when the books are gathered before the opening of the library, for the slip of each one is with the borrower's card, and if the borrower returns no book, no card is given him. After the books are discharged and shelved and the cards distributed, the children are admitted. In this way much of the confusion incident to opening is eliminated and more time is secured to help the children make their choice.

In order that the care of the books may not interfere with the children's play, we have devised a checking system by means of which the children may leave their books in charge of the librarian until they are ready to go home. This not only allows the children freedom in play but obviates the possibility of loss of books through their being left on benches and swings. The playground is a place of freedom and fun and good fellowship, and the library's rules should be made as inconspicuous as possible.

The librarian should be not only willing, but anxious to enter into the life of the playground as far as her duties permit. One way in which she will be able to make herself popular not only with the children but with the instructors is by means of story telling. Joseph Lee says that story telling is the only passive occupation permissible on a playground and the librarian thus finds her work ready to her hand. She is able to advertise her books, make friends with the children in a most effective way, and at the same time relieve the playground instructor of a duty which is sometimes found irksome.

She must remember that she is an integral part of that playground, not a weekly visitor, and she must throw herself into the interests and activities of the children with all the enthusiasm at her command.

In the discussion which followed, Mr. A. Zelenko, special correspondent of the Moscow newspapers, told of the "graphic hours" held in a settlement house in Moscow and resembling the story hours held in American libraries. Paper, crayons, and water colors are furnished the children who then draw any story they choose. The drawings are submitted to a committee who choose the best for exhibition. Mr. John F. Phelan, of the Chicago public library, gave a brief description of the public playgrounds of Chicago and the way in which the library co-operates. In the small parks, where emphasis is placed on work with children, story hours are held once or twice a week, and there is an organized library league for the purpose of teaching the children to use the books carefully. Miss Jane Conard, supervisor of playground libraries, Pittsburgh, told of the work there and the eagerness with which the libraries were welcomed by the playground authorities.

Miss HARRIET A. WOOD, supervisor of work with schools, Library Association of Portland, Oregon, read a paper on

PROBLEMS OF WORK WITH SCHOOLS

The first problem in organizing the work with the schools is the relation of the school department to other lines of library activity. Shall it be attached to one of the regular departments of the library or have a separate organization? In Portland the latter course has been taken for the following reasons:

A school department is intended to serve all the teaching force in the community,

private and public, secular and religious, from kindergarten to college. As its chief function is to bring all teachers to a full conception of their library privileges, this can be best accomplished if the school department makes its work tributary to every other department.

In serving the grade teacher the school department must be familiar with the juvenile books; in helping the high school and college teacher, it must know the resources of the adult circulating and reference collections. To care properly for the libraries already in schools and temporary collections it must work hand in hand with the catalog department; while a clear conception of relations with all other forms of extension work such as branches and stations is imperative.

The second fundamental problem is the real attitude of school authorities toward library work as related to schools. Dr. Herbert Putnam in May Public Libraries expresses "the doubt whether the zeal for 'extension work' is not inducing librarians to activities outside of their proper province or feasible abilities; and incidentally tending to enfeeble the sense of responsibility on the part of other agencies, particularly the schools." To test the truth of this statement a number of school reports were consulted. Do school boards, superintendents and principals have sufficient belief and interest in the work to give it definite and hearty support? Shall the librarian be left to persuade each individual teacher of the value of a library card and familiarity with books? In short, what shall be the functions of the teacher and what the functions of the librarian? The president of one school board (Milwaukee) puts himself on record in the following words:

"We cannot flatter ourselves that all learning is obtained in the school-house. Closely allied to our school system by virtue of the character of its work is the public library.

"Realizing and appreciating the valuable assistance which our schools have received from the public library in the past, still I feel called upon to urge a greater co-operation between these educational institutions. I fear that generally throughout the city not enough stress has been laid upon the value and necessity for a library education. It is not enough that material should be furnished the boys and girls by the library; it is essential that the pupils should come into personal contact with the library, its methods and facilities. I believe that it is as essential for the pupils from the early grades to acquire a knowledge of the library and the methods of obtaining its benefits, as it is for them to study the various subjects in the several grades. Is it not true that as a supplement to the regular work in the school, the public library system is of inestimable value and that as an assurance of a continued education after leaving the public schools, no matter what are the circumstances of the parents, it is of vital importance that the public library habit should be formed by all our pupils? I suggest that principals and teachers inform themselves as to the material to be found in the library nearest their buildings, and then with the co-operation of the librarian in charge urge upon the pupils the value and necessity of the systematic use of that institution."

In another part of his report he says: "The school system which does not each year demand more of every teacher has already begun to decline. As members of the board of school directors, we must ever bear in mind that our obligation is first to the children."

The superintendent of Oakland writes: "It is the duty of the school to train the children in the proper use of the means afforded by the city for educational development."

The superintendent of Indianapolis states: "Art museums, public libraries, public parks and buildings, factories, banks, etc., in short, the whole city, is becoming a part of the schoolroom."

In the report of the superintendent of Newark we read: "Teachers should be sufficiently at home in the great world of prose literature dealing with real things to select suitable material, and professionally trained to place it before their classes in a

way to stimulate their activity and liking." The practice of omitting important classes of literature such as biography is explained "As the faulty application of a principle of education, namely, that the interests of the children are determining factors in the choice of books. This principle has been interpreted to mean a *laissez faire* attitude on the part of the teachers, a passive waiting to see whether the child likes the piece and if not—that settles the question." In the course of study issued by this same school system occur the following suggestive directions:

"The teacher should frequently read from a library book and comment on it for the purpose of directing the pupils to the Free public library."

"Pupils should be taught to consult reference books and others for information. One-half of education consists in knowing where to find knowledge. Pupils should be encouraged to use the Free public library."

"Topics for research in history, science and literature should be assigned as training in the use of reference books." Under the headings, "Physiology" and "Civics," is the excellent advice: "See book list prepared by Free public library."

The fact that most of the reports examined made no mention at all of the library, while others spoke of it in complimentary but unrelated terms and only a few seemed conscious of unused resources leads librarians seriously to consider their present relations with the schools in their immediate fields. There is a great diversity of opinion among librarians as to the best way to work with children. Some say that the classroom library is bad in its effects, making the pupils and teachers content with a meager collection of books; that the children should be served from children's rooms in central and branch libraries; while others would do away with children's rooms except as laboratories and reach the children through the teachers.

All librarians are agreed, however, that every child should be reached, so that he shall read the best books at the right age, that he shall understand how to use a book as a tool, that he shall come to look upon books as necessary to his progress and happiness and become a permanent user of the library.

When the active support of the school board and school superintendent has been gained, the teacher will receive definite instructions as to her part in the problem to be worked out, and the librarian will be solicited to make suggestions when courses of study are being planned. Is this not due both teacher and librarian?

Speaking concretely, the experience of one year's work in Portland hears testimony to the value of a system of library work with schools in which the schools carry a large share of responsibility.

When School District No. 1, Multnomah County, was approached by the Library Association of Portland, it was found not only quite ready to appropriate $20,000 for the purchase of books, but also to care for classroom libraries according to the rules already in force throughout the library system and to deliver the books to the building. The library on its part agreed to employ the librarians, to select and prepare the books for circulation, and to take general charge of the work.

Thus from the beginning the teachers as a whole were sure that the school authorities believed in the library. The faithful teacher was relieved of the burden of carrying books back and forth from the children's room, and the indifferent teacher was aware that the children's interests were first in the minds of the board. So far, the teaching side of work with schools has not received much attention, but in planning for next year it is the intention to organize the instruction of teachers and pupils only with the full support of the school authorities. A joint committee of school and library board takes up all matters of common interest. Therefore this body must first be convinced of the importance of any radical measure. While there will always be necessity for work with individual teachers and pupils, we are convinced that greater progress will be made if we attack our problem at the other end of the line.

Miss JESSIE H. MILLARD, children's li-

brarian of the Library Association of Portland, talked on "Reference work with children." Miss Millard said in part:

"Reference work with children reaches further than with adults, in that it includes not only the finding of the material *wanted*, but also the instruction and training in the *use* of that material. The aim of our children's department is to give the child a knowledge of the use of books for a definite purpose—not only is he to gain information in looking up a subject, but he is to learn the use of books in general.

It seems almost unnecessary to say that the fewer books your department contains, the better returns must those few be forced to yield. Our catalog is extremely analytical and contains references to all subjects that are used by school children. A chapter or a few pages on certain subjects often prove sufficient. Many books, if carefully analyzed will answer the questions brought every day by the children, and amply repay for the time and trouble taken to analyze them.

While a general effort has always been made to instruct the children individually in the use of the library, only this year have we done class work and one of the most interesting phases of our work is the visit to the library in a class of the eighth and ninth grades.

In April, 260 children were given instruction in the use of the library. First, a short talk was given on the development of the book, and the various parts of a book were explained, the title-page, table of contents, index, preface. Then the children were told how to use the dictionary, encyclopedia and the card catalog, and how to find a book on the shelf from the numbers on the card. Whatever we tell them in the way of instruction is always supplemented by practice. A set of test questions is given at the end of the talk.

Mrs. ALICE G. WHITBECK, librarian of the public library, Richmond, California, spoke very briefly on "Work with children in small libraries."

She said in part:

In considering the work with children in a small library, the limitations might at first seem to be due to lack of funds, lack of room, lack of help, lack of time. But a second thought will show us that the only real limitations the work may have, will be those of the librarian herself.

Let us consider a few things that the very busy librarian can do. She can create a library atmosphere in that small room or corner. She can teach children who never saw a library before and who have never been taught to enter a room in any but the noisiest and roughest way, how to enter that little library room with hats off —to leave giggling outside, to step gently, to care for the comfort of others, to treat the books with respect.

She can very quietly and unobtrusively create a taste in these children for the refined and best in pictures, by making a start with the very best, if only one is added at a time. She can keep from making her room a hodge-podge of inferior pictures and exhibits, under the plea that it makes the room look "homey." Once in a while the picture-bulletin can be used with poster effect, but from the first she should try to keep ideals before the child rather than the realities, no matter how funny or interesting the latter may be.

She can steadily lead the children to the best in literature by supplying only the best. As her limit in funds will be small, her choice of books can be made more carefully and her one or two hundred books represent the very choice of children's literature.

If the room is too small to admit of very many children, and if an increase in attendance will in any way discommode the larger reading-room patrons, then she must take her library to the children and with the co-operation of the superintendent of schools arrangements can be made to send books to the schools. This will be an innovation in many small places, but it will soon appeal to the teachers, and if the experiment is tried in a small way and proves successful, it will become known in the right places and more funds will be given for another year.

Owing to the lateness of the hour the discussion was not vigorous and when the

business meeting was called only a few faithful friends responded. Miss Andrus of Seattle, filled the position of secretary left vacant by the resignation of Miss Mary Douglas of St. Louis. After the reading of the minutes, the secretary read the report of Miss Esther Strauss of Cincinnati, who had been appointed the previous year to investigate the organization of other sections, to see if an Executive board were necessary, and to provide for a succession in office. Miss Strauss recommended one of the following methods:

1. Creation of the office of vice-chairman.
2. Creation of standing committees.

An amendment to the constitution was voted, providing for the election of a vice-chairman. The committee on nominations reported and Miss Mary de Bure McCurdy, supervisor of work with schools, Carnegie Library, Pittsburgh, was elected chairman, and Miss Adeline Zachert, director of children's work, Louisville free public library, secretary.

An exhibit of books prepared for the Section by the children's department of the Carnegie library of Pittsburgh was very helpful. It consisted of three parts:

Exhibit A: Mediocre and harmful books for children.

Included under this head were the Nickel Libraries, Alger, Castlemon, the Elste books, Optic, Outcault, and others.

Exhibit B: Some good popular books which may take the place of mediocre and harmful fiction.

Exhibit C: Editions of some classic and standard books for children.

COLLEGE AND REFERENCE SECTION

The College and reference section was called to order by Mr. J. C. Rowell, librarian of the University of California. Miss Julia Steffa, librarian of Pomona college library, was appointed secretary.

The first paper on "Some problems in book numbers" by H. RALPH MEAD, of the University of California library, was read by Mr. G. T. Little of Bowdoin college library.

SOME PROBLEMS IN BOOK NUMBERS

Book numbers are used to differentiate individual books of the same class. The class number indicates the subject. Copy numbers are usually added to distinguish duplicates and volume numbers to distinguish volumes of the same work. The combination of class number and book number forms the call number for a specific book. To be of practical use in procuring books from the shelves and in manipulating library records, the call number needs to be as concise and simple as possible. The book number depends a great deal upon the system of classification and the minuteness of classification. So, although it is not likely that any two libraries will have a uniform method of assigning book numbers, still the fundamental points can be compared. As a basis for such comparison the scheme of book numbering, as used in the University of California library, will be briefly explained.

The system of classification in use in the library of the University of California is one devised by the librarian, Mr. J. C. Rowell; the scheme assigns numbers to the main divisions and numbers followed by one or more letters to the subdivisions, e. g., 305=Education, 305d=History of Education, 305dv=History of Education in the United States. The books are arranged alphabetically under the class number by means of the Cutter author number; this number is carried to three places in classes of any considerable size, while two places suffice for the smaller classes, such as subject bibliography. The simplest form of book number is like 305-B986 for Butler's Meaning of Education. Books by the same author, in the same class, are distinguished by using the initial letter of first word of the title, that is not an article, of the original language; transla-

tions are designated by initial letter of the language of the translation followed by initial letter of translator's name, e. g., 305-R864-eEw=Rousseau's Emile translated into English by Worthington. This mark might be called the work-mark to distinguish it from the author number. Copy numbers, dates of editions, and volume number are included in the book number and any book requiring all that information has a long and unwieldy call number, e. g., 19 F848 g 1900 v.3 cop.2= Volume 3 of the second copy, second edition, of Frazer's Golden bough.

Some authors, like Shakespeare and Cicero, have a special scheme of classification, so that the book number is comparatively simple. Biography is arranged by the Cutter number of the person who is the subject of the biography followed by the Cutter number of the biographer, e. g., 278-G543-M86=Morley's Life of Gladstone. Several classes are devoted to biography alone, here the initial letter of the biographer, instead of the Cutter number, is used, e. g., 305z-P719-m=Monroe's Thomas Platter. Local United States history is arranged by Cutter number of the place described followed by Cutter number of author, e. g., 176t-L77-C1=Calhoun's Litchfield County Sketches. The literature of educational institutions is kept together by the Cutter number for the name of the institution.

Sometimes a special scheme is required, for instance, many government publications are classed with their subject and as all have the Cutter number U 58, it often complicates the book number considerably, as one can judge when class 626 (Minor army tactics) contains publications of seven different departments, one of which, the War department, has twenty-five different titles or publications with various editions of some. To simplify this, the U 58 is followed by initial letter of the department issuing the publication, e. g., U 58n keeps together all the Navy department publications and a subletter is used as a work-mark for each publication of that department. Manuscripts are indicated by prefixing capital M to the class number, and reading room books by prefixing the capital R.

As regards a few points in particular. Shall a library hold rigidly to the Cutter author number? It does not seem necessary in a small library nor in a large library with very close classification. When two or more books by the same author fall in the same class, give each as a book number the letter followed by three figures, of which only one number would be the true Cutter number. This is equivalent to letting the first two figures represent the author number and the third figure the work-mark. That would simplify the number and ordinarily be satisfactory, but, in some cases, it might make complications in assigning future members. Some librarians have adopted this to a certain extent and if they are represented here we would like to hear from them.

Size symbols seem quite desirable as an aid in locating oversize books, q to indicate all books between twenty-five and thirty centimeters and f all books over thirty centimeters high. If desired, the symbols q and f need not be used in lettering the backs of the books, but appear only on the catalog records and on the book-plate, prefixed to the author number. it would thus form a part of the call number and apparently serve every purpose intended.

Some libraries arrange books by first letter of title regardless of language, instead of by initial letter of original language, thus doing away with the capital letter to represent language and letter for translator's name. This would seem quite desirable in all classes with the exception of those for texts of literature where it is very desirable and helpful to have the texts of one work all grouped side by side.

Dates for editions can ordinarily be omitted by using the figures 2, 3, etc., after the work-mark for the second and third edition, e.g., Preston's Theory of Heat, 2 ed. would be 376 P 941t2 instead of 376 P941 t 1904. Where there are likely to be over nine editions of a work it is better to use dates.

As regards the position of the lower

case letter, which represents initial letter of title, some librarles place it on the same line directly after the Cutter number, as D55s, others place it underneath on another line, as D 55. The second arrangement provides for placing additional figures after the Cutter number if necessary, balances the call number more evenly when mark for translation or editions has to be added, and makes it more easily put on a thin book. Has any one had experience in using initial letter of binder's title, of a catch-title, or of a prominent word of the title instead of first word of title as it appears on the title page?

It seems desirable that a number scheme be used for book numbers so as to avoid the use of all letters except the letter for the author's name. It seems especially desirable when the class number contains a letter or letters, or when there are both capital and lower case letters in the call number; for it is hardly to be expected that the average person will very often copy such a call number correct in all details. The following scheme of work-marks for the writings of any author is designed for use in conjunction with the Cutter author number of two or three figures. The work-mark may be separated from the Cutter number by a period or a dash, but the simplest way is to let it follow as one number; since by using the shelf list in assigning future numbers, one can readily distinguish the author number from the work-mark.

The scheme has four main divisions for collected works, translations of collected works, single works and translations, and biography and criticism. 1 stands for editions of collected works, arranged chronologically, and 11 to 19 provides for nine editions; 19 may be reserved for selections. 2 stands for translations of collected works, arranged by language, 22=French, 23=German, 24=Italian, 25=Spanish, and 26 to 29=other languages. Thus the second figure always denotes language of translation and the addition of a third figure provides for nine translations under any one language. The numbers 30 to 89 stand for single works arranged alphabetically, and they provide for sixty different titles; 1 to 8 added as a third figure provides for eight editions of any one title; 9 added as a third figure is reserved for translations, and with many translations a fourth figure corresponding to the language figure as given above is added. As a guide to alphabetical location, use the table for the division of the alphabet into ten parts, as devised by Mr. Cutter. (L.J. 3:250.) The number 9 stands for biography and criticism arranged alphabetically by author. One figure (0-9) after the 9 provides for ten titles and two figures for one hundred; the same table as heretofore mentioned will assist in alphabetical location. The following are samples of the numbers as applied to the works of Adam Smith:

315 S 642.13	Works, 3d edition.
315 S 642.23	Works, German translation.
315 S 642.522	Inquiry into the wealth of nations, 2d edition.
315 S 642.5292	Inquiry into the wealth of nations, French translation.
315 S 642.937	Hirst's Adam Smith.

As all the numbers are used as decimals, the scheme permits of practically indefinite expansion, as the addition of one figure increases the capacity tenfold. In many cases the use of only one figure after the Cutter number is sufficient. The scheme shows the possibilities of numbers which are more legible and more accurately copied than any combination containing many letters.

The second paper was by J. E. GOODWIN, Leland Stanford Jr. university library, on

NECESSARY RED TAPE

Red Tape, as used in this paper, will mean to the librarian the ordinary methods for promoting regularity of practice in the various departments of the library; unfortunately, to the impatient professor, or member of the student body it too frequently means a succession of hurdles to be negotiated with all possible speed.

Practices, which may seem entirely obvious from the standpoint of the librarian, are often regarded with suspicion by faculty and students; and if perchance the method in question replaces one which has the local stamp of time upon it, the librarian may hear that the old system was much simpler and easier to understand.

The time element is very essential in the process of procuring books for a library, and especially is this true in the case of libraries that are situated outside the great centers of population, and consequently away from the large book supply houses. This time element often looms up as an annoyance to the professor.

Books, needed at once, are often either in Europe or at distances varying from the neighboring city to the width of the continent; and the professor who plans his course during the summer, or perchance during his sabbatical leave, and makes no provision for the checking of the resources in his home library until time for the opening of college and the meeting of his classes, will sometimes find that his plans for a semester are greatly disarranged, because the material he wishes his classes to use is not at hand. The desired authors may not be represented at all, or what more frequently happens, stress is placed upon references which the library has in inadequate numbers.

The buying of supplies for a university, including the books for the library, is now commonly managed through one office, so that it becomes impracticable, even if it might at times be desirable, for the librarian to take a professor's single order and send it to the publisher by next mail.

Faculty men occasionally discover books which they wish the librarian to buy for them on the counters of department stores. Their orders for these books may or may not have been sent in from the library to the regular agent, but it becomes necessary to explain why their orders should not at once be filled from the stock at the neighboring shop, and the order, if it has been placed with the regular dealer, cancelled. This practice could tend only to confusion in business records, while it would at the same time add to the cost of the books; for an express or mail package costs more than a single item in a freight shipment.

Again, it is reasonably expected that the professor will furnish a list of the books he wants to buy for his department; a list sufficiently legible so that it can be read without spending hours in the process and exhausting the ingenuity and patience of the librarian.

A friend of mine, who had labored in vain to unravel items on one of these lists, finally appealed to the writer of the list who, after puzzling over the offending entries said, "Well, it is now some time since I wrote that, and I guess I will have to take it with me and see if I can remember what it was I intended to order." The professor is evidently still puzzling, at least those cards have never been returned.

We will assume that there is a definite and limited amount of money to be spent for books each year, and that the money is apportioned on a basis to meet equably, if not adequately, the needs of the several departments.

Most faculty men easily spend all their yearly allowance; indeed their problem is purely one of selection, for two books are commonly wanted where one can be purchased; an occasional man will have no idea in regard to what proportion of his fund he has used, and he would cheerfully continue to send in order cards, if he were not informed that his funds were all gone.

More rarely the man appears who for certain reasons is not interested in spending his annual allotment, and if there be a regulation providing that the fund be not allowed to accumulate until the next year, other members of the department will doubtless put in a plea for the privilege of spending the money rather than have it revert to the general library fund. However these details of apportionment and expenditure may be managed, the librarian must have his book account so readily accessible that there will be no danger of allowances being exceeded.

In the whole list of library processes, classification presents more reasonable and indeed more fruitful grounds for difference

of opinion between the librarian and the reader than any other.

"Why is this book placed here?"

"This book ought to be classified in the group I use in connection with this course in engineering."

"Really now, no one would ever think of looking for that book in any other connection than this."

These sentiments may be expressed in various ways and will depend for their force upon the temperament of the man whose sense of intellectual relationships has been offended by the grouping of the books. He may simply say, "Oh!" He may look at you with a superior and knowing smile and say nothing. This may mean that he is willing to concede your location for the book, or that the point will not, in his opinion, lend itself to discussion.

We do feel, however, that the man who is working on church history, and finds, for example, that he must collect his Luther material from three apparently equally imporant sections, before he goes into subsidiary sources at all, has just grounds for complaint. The classes 920, 838, and 270, so far as they apply to Luther, might well be united; for then the man who uses the catalog would be directed to the proper section, the man whose instinct directs him to the section used would find the bulk of the material available, and the man who found nothing in the place where he expected to find the material would undoubtedly be led to investigate; while if he found one of three or more equally important sections, he might conclude that any one of these represented the bulk of the library's resources on Luther.

But, whatever course is followed, the classifier will receive a protest sooner or later; for the history student who finds that Luther's works have an entirely literary environment, and the student in literature who must go to church history for his Luther, are going to make known their displeasure.

We can see but one solution for the difficulty so fas as the professor is concerned, and that solution lies in his making a friend and confidant out of the card catalog; for as soon as the librarian has made the classification to square up with the ideas of a particular man, he is almost sure to have placed it on a bias with the ideas of another, and the latter may have the greater capacity for saying unpleasant things.

However, the card catalog is seldom consulted by the faculty man except when the book wanted is not found on the shelves where his preconceived notion would place it. And I conceive that in this point lies the foundation for the feeling in occasional men that the catalog and classification may ordinarily be depended upon to be a few points out of true.

There is trouble between the classification and the mind of the professor before he appeals to the index at all, so when this guide points in an unexpected direction, he questions its accuracy. He is used to piloting himself about the stack and giving no special thought to the classification so long as he finds the books where he expects; ordinarily, he has no use for the catalog. Hence, it follows that a really excellent catalog and good classification are made to appear very unsatisfactory to him, because in the large proportion of cases in which he uses the catalog he gets unexpected results.

When we have our books placed so that their positions are perfectly defendable, then we are justified, with a feeling of all the composure that is allowed us, to let our mental bias govern the situation. The work we do in changing records seems out of all proportion to what should be warranted; it takes more time to change the classification, cataloging and marking than it does to accomplish the processes in the first place. Perhaps the conditions for necessity of change in the records arise because we are too often led to classify for a special or temporary purpose when the book might better be given a number it could hold for all time.

Having said this, I do not wish to appear to be advocating the upholding of mistakes that may have been made, but simply to maintain that when classification is good, it must be shown that it can be made much

better before changes in the records involved are justifiable.

The practice of classifying copies of the same book in different sections of the library seems to me to defeat its own purpose, which purpose may be conceded to be to get the resources of the library into the hands of the reader in the shortest possible time and with a minimum expenditure of work. The assistant who handles a book which carries a copy number at once knows that he should be able to locate at least one more copy when the second call for the book comes; but if he has handed out a book with no copy number on it, and practice allows the regular classification of books in more than one place, he must appeal to the catalog for a check upon his work, otherwise he cannot be sure of his ground. The general practice of placing all copies of the same work in one place in the classification thus simplifies the amount of pure memory work required of the library assistant, and gets the book into the hands of the student more quickly, while it places upon the users of the library who have access to the stack a greater part of this necessity of supplementing their own efforts in locating books with help from the catalog.

A general plan of department libraries, unless it is conducted on a system of duplicating copies of books before they are transferred to departments, tends to remove from the main library many of our purely technical books and serial sets covering the fields represented. This system leaves for the main library the antiquated and obvious books in these subjects, but does not leave a really scholarly collection.

Many of these sets of books are brought to the attention of the main library only at the times when a volume is returned from the bindery, and sent over to be placed with the rest of the set; and many of the single volumes are so purely in the specialist's province that they are not called for from one year's end to the other. However, there are many cases where one copy of the book is really all that is necessary for the library to own, and the books can be temporarily transferred from the department to the main collection. Nevertheless, there are desires which are effectively and forever quashed by the report that a book is in a department library. This condition may be set down as representing a deplorable state of indifference on the part of the student; but looked upon in the most favorable light, the fact that the book is not at hand is an obstacle, especially to the student who is not interested in the department where the book is lodged.

One of the most fruitful sources of annoyance for the student, and a real obstacle in his access to the books, is the professor who keeps just far enough ahead of his class, in preparing his lectures, to draw out the books on his personal account, before assignments for reading are announced or syllabus sheets distributed.

We can always look with a degree of sympathy upon the young instructor who has to build up his lectures from week to week as he carries his class along; he has not really found himself, as yet, in the realm of the professor, and has accumulated but a fraction of his authorities in his private library. Yet, however sympathetic we may feel for this instructor, and knowing full well that he cannot support himself, and buy all the books he needs on a thousand dollars a year, the fact yet remains that students are often put days behind in their reading and the librarian left to turn away call after call, on the part of these students, while he diplomatically suggests to the instructor that he has in his possession some books to which he has referred his students and for which there is constant clamor on the far side of the loan desk.

This condition is not always limited to instructors; there is an occasional professor who manages his classes in the same way. The annoyance from this source manifests itself in varying degrees; it takes on a semi-tragic aspect when there is a single copy of the book, or when the time of accounting on the part of the students draws near and the supply of books to meet the demand is short.

It sometimes happens that the student

really has no use for the book and a mere glance inside it would satisfy him; but the fact that the instructor considers the book of sufficient importance to occupy his attention makes the student feel that it must contain the basic principles of the whole subject; and so the conscientious student is troubled until he has a chance to see for himself what there is in the book.

With many instructors, the annoyance from this source is purely a negligible quantity and the librarian finds not only that the materials for class use are in their places when the demand for them commences, but he is often notified that certain material will be needed at a given time. When the librarian is not warned by the well-timed syllabus, or a word from the professor, the students who get their reading done early, of whom there are always a few, may withdraw the important books from the library; and when the big demand comes, we must wait upon a postal or telephone message before we can get the books into active use again.

There is another source of friction for the library when books, which are not represented in the catalog and which upon investigation are found never to have been in the library, are referred to or appear upon syllabus sheets. This condition of affairs obtains when a professor has been arranging a new course or working over an old one, and neglects to check his sources in the home catalog for citations gathered in other libraries.

References sometimes appear, which to the student mean absolutely nothing, and which, to the librarian, mean that someone has blundered. These come about in one of several ways—the reference may be to an analytic which the assistant will not recognize on sight, as he has failed to fix in his memory all the entries in the card catalog together with references in Poole, and other periodical indexes. Sometimes an elaborate syllabus is handed to the students in which publishers, dates and prices of books are given; then we get such call slips as this presented: "Heath and Co., 1898." The student will then probably look at you in surprise when he is told that the information he is furnishing tells absolutely nothing from which we can identify the book wanted. Of course the student, in a case like this, has perversely selected the strictly non-essential part of the entry and excluded the essentials—namely the author and title. Or the student may ask for "Jones," or for "The Inquisition," and, if there is no author of this name especially in the limelight at the given time, or if no particular edition of "The Inquisition" is being commonly used, the attendant must insist that the request be made more specific.

You may now be ready to raise the query as to why call numbers are not always required, and this is as good a place as any for its discussion. An assistant who must depend upon call numbers is of very little use when it comes to the hour of stress, when he has a hand full of cards for books which he must collect and knows that the number of demands awaiting his attention, in a short time, will be limited only by his ability to handle them. If he does not know the classification and outward appearance of the books, it will take him at least a third longer to collect them. But having familiarized himself with the books that are used throughout the year and those used at the same relative time in succeeding years, the attendant is still forced to call upon the student to use the catalog and procure call numbers for part of his books.

Many students will go without a book before they will make this small effort to help themselves; or they will get around the difficulty by holding the card in question until a more experienced attendant comes to the desk, when they will present the card to him and see, if by chance, they can get the book. When possible these students should be made to produce the numbers. Theoretically, every call slip presented at the desk for a book should carry the call number; practically, this is entirely superfluous, and both the library and the student lose time if it is insisted upon. The problem then is to keep the

student in a frame of mind where he will produce numbers cheerfully, when they are needed, and not burden him with them when they are not.

Finally: How can we impose a system of penalties for infringement of rules, without spending too much time in the processes involved? Some system of regulation is imperative, and whatever the system may be, it will sometimes present unpleasant personal features in its administration; these we must expect.

Suppose we have instituted a system of fines. Can we reduce the process of collecting them to a simpler basis than the one outlined in the following plan? Each student, when he presents himself at the library wishing to withdraw a book signs a guarantee card. This card states that the student agrees to abide by the rules of the library, and make good fines and losses incurred by him. These cards are renewed each year on the return of the student to college, and are filed alphabetically. When a fine is incurred a statement is sent to the student, the guarantee card is taken from the file and the facts involved noted on the back with the amount of the fine due. When the fine is paid, its receipt is entered on the back of the guarantee card, and the card refiled in its place in the guarantee register. This gives data on students who are regular offenders, and enables the library readily to tell whether there has been a response to its statement.

Where no system of readers' cards for drawing books from the library is in use, the penalty of depriving an offender of the privileges of the library cannot be imposed, since there is sure to be an obliging "friend" who will secure the books, and, save for causing a little inconvenience, the penalty proves a farce.

The whole penalty system should be conducted so that the offender is made to square accounts, and the discipline secured is sufficient to compensate for the time and effort expended.

W. E. HENRY, librarian of the University of Washington library, read the last paper of the session, on the subject

THE ACADEMIC STANDING OF COLLEGE LIBRARY ASSISTANTS AND THEIR RELATION TO THE CARNEGIE FOUNDATION

In taking up this topic for consideration we must realize that we are dealing with a new profession in educational work, that this profession is an outgrowth of new conceptions in educational materials and processes and that the terms and conditions are fixed by these materials and processes. We must, therefore, treat briefly certain origins before coming specifically to the apparent topic.

This new relationship expressed in the words "college library assistant" came upon us unawares as a part of recent evolution in the conceptions of education—new conceptions of studentship and scholarship.

This new learning of less than fifty years is characterized by broad scope, searching investigation, infinite detail, first hand authority and such variety as would have been bewildering a few years earlier. The old learning wrote the natural history of the world from Adam; the new learning writes volumes on bacteriology, and the new library is as unlike the old as the books they contain. They present precisely the same differences.

The type of student that uses books and in turn produces them is less than half a century old. The mass of books that constitute the working collection of most American college libraries have been written since the American library association held its first session in 1876. The "new learning" covers the half century after 1860. In 1876 there were but three college libraries in America that contained more than 45,000 volumes each; only one possessed more than 100,000 volumes. Very few professors placed Ph.D. after their names in the college catalog, and this growth of these two facts since then may be traced side by side as interchanging cause and effect—a new studentship and a new library. The new learning demanded detailed information "ready to serve hot," therefore a new well-organized library.

The new library is a hundred times more varied than the old. The more varied library has the greater variety of function and demands more perfect organization as in all forms of organic life. This higher type and more complex organization originates the demand for the modern library assistant, and fixes the condition in education and training.

In the old college library there were relatively few subjects, few authors, few investigations, few readers, few demands of any kind. The new learning fixed the standards for the new profession. Breadth of scholarship, detail of information, cosmopolitan and comprehensive, were demanded, and all of it ready on call. Compare the college curriculum of 1876 with that of the present. The librarian in the old college library becomes the staff in the new; one becomes many, and the college library assistant comes into being.

In the older pedagogy the teacher did mere textbook recitation work or occasionally did worse by lecturing, but there was almost no thought of bibliographical work in connection with the recitation assignments. He needed no library service, hence no library nor librarian. The new pedagogy values the work done in the library as quite as vital and more informing than that of the class room. No subject is well treated now until a fair bibliography of the subject is mastered. Here the librarian is quite as necessary as the teacher and quite as helpful. Neither could do his work without the other. Cooperation has become a necessity, and the preparation of the two is essentially similar, in slightly different directions, but complementary. The library staff must be the equals in scholarship and preparation of the faculty of any one academic department, and if it is not so the library will fall short of the work that ought to be done in coöperative education.

The reference librarian must needs possess a larger grasp of information than is expected of any professor, for this member of the staff must know in general all that all the faculty knows in detail. The lending librarian, if she does her whole duty, must know the book resources as well as the combined faculty knows them. It has been said that the girl who can measure ribbon over the counter at three dollars per week can hand out books at the same price. My own belief is that the readiest and best informed mind as well as the best business head in the staff is none too good for the loan desk, and the work of other departments could be shown relatively as important in the particular fields.

The member of the faculty obtains his rank in part because of his academic preparation, and in part because he has to do with directing the education of others. His work in the education of others is sometimes in the actual processes of teaching. —the hearing of recitations, lecturing, directing the reading, or it may be largely in mere administrative work. This rank, so far as it depends upon academic preparation is usually indicated by a degree granted from some institution. This degree means that he has completed a certain course of instruction but does not indicate that he can do any particular kind or grade of service. In short, his rank is evidence of scholarly relationship. Measured by these tests, which I believe to be fair, the members of the library staff bear a very similar relation to educational activities. We do not think of a college library assistant coming to his position on the staff on any other basis than one of general scholarship, and not usually without some special training for the work he assumes, either in a library training school or valuable experience in a well-managed library. The professor has not usually a training for his work as a teacher, however much he may have in scholarship. The library assistant is not usually a teacher in the sense of a hearer of recitations or a formal lecturer, yet anyone who knows his real work must admit that it is frequently as personal and quite as scholastically helpful as that done by the teacher. If this equality does not exist then the staff should be revised. With such preparation and such relationship to the educational processes I shall claim that the library staff must rank with the

faculty or teaching staff of any department. The librarian or head of the staff should have the rank and pay of a professor; the assistant librarian, if such a title for a distinct position exists, should be accorded the rank and pay of an associate professor; and the other members of the staff that of assistant professor or instructor, this to be determined by the nature of the work, the preparation and particular ability required; and those not fitted to so rank should not be members of the staff but some other name should be adopted.

I am sure that this doctrine will sound a bit revolutionary and somewhat like the closed shop to persons who have been accustomed to think of the library staff along with janitors and scrubwomen, but to me librarianship is a learned profession and in college must rank with the teaching profession. As before defined, I do not include in the library staff mere student assistants uneducated and untrained persons in the most subordinate position. The staff must be respected as educators by the faculty, not merely for the satisfaction of the staff but for the good of the library in its power for efficiency.

It would have been infinitely more fortunate for colleges in their library administration if instead of the word "librarian" the title Professor of books and reading had been substituted as suggested in the "Special report on public libraries" in 1876. Mr. Perkins in that report emphasizes the doctrine that the office of librarian shall be "a professorship teaching method," not subject; how to discover, not what to discover. Mr. Matthews in the same report, bore upon the thesis that the college should provide "a professor to assist the student." These men back in the early age of modern librarianship outlined precisely the duty of a modern college library staff—to assist the student in the method of discovery. Each member of a well organized staff holds a professorship or an instructorship in the department of books and reading.

As I have thought over the peculiar mission of each member of the staff I am persuaded that each is vitally essential to the work of the professorship of books and reading. The person who selects the book, the one who catalogs it, is just as vitally, though less directly, helping the student as is the one who hands him the book with the page designated.

Then, in the department of books and reading we have precisely the relationship and must demand the scholarship and specific training as is demanded in the departments of history, English, German, or engineering. The library staff must rank with the teaching staff of a given department, for the instructor and guide in method of scholarship bears the same vital relation to the education of the student as does the guide in matters of scholarship.

For comparative relations the term "Professor of books and reading" is much more significant than "Librarian," for the latter term has brought with it the suggestion of the inactive police relation of a keeper of books, while the former has in it the implication of active help—of progressive educational purpose. I do not mean that it would be wise to change the name of this office in the college catalog, but I use it here with the hope that I may make the relationship clearer and thereby place the library staff where I think it belongs in educational economy.

Whatever may be said of individual persons or positions as to requirement it is clear that so far there exists no uniformity of appreciation or organization within the college library staff. We are not agreed among ourselves as to how many and what departments naturally and logically exist, and the term "Head of the Department" has a great variety of indefinite meanings. There is likewise no defined notion as to the essential requirements for heads of certain departments, there is neither uniformity nor consistency of names for college library assistants; and finally there is no fixed conception as to just what constitutes a library staff. Does staff include only heads of departments with the librarian, or does it include assistants in the departments as well as student assistants or even pages? These

questions must be answered and the nomenclature fixed before the questions of this paper can be fully and satisfactorily answered. We shall not be ranked outside of the staff until we rank within it. If, however, we desire and expect the library staff to rank with the teaching staff of a department we must demand academic and professional preparation and a kind and quality of work that will command respect from the faculty and from others having knowledge of college rank and standing. Their work must be professional and educational.

Admission to the staff of a college library must demand at least the bachelor's degree and added thereto should be the training of a library school preferably culminating in a professional degree; or, in lieu of school training, such experience in library work as shall leave no question of capacity or efficiency.

It is true that in a large staff there is much petty detail that, for economic reasons, well prepared people cannot afford to perform. A considerable per cent of any large staff will be composed of lower grade relatively untrained persons who cannot and ought not attain to faculty rank. These I should not consider as members of the staff but should provide some other title such as helper or attendant, and let that title become definite and fixed.

Let us make our staff a very specific and very exclusive body clearly defined in the minds of all having official relation to the institution. Let the line be distinctly drawn but not snobbishly maintained. Let us classify closely on the basis of preparation and demonstrated efficiency and then be exacting in our nomenclature. I have pointed out upon purely historical and theoretical grounds what should be the academic rank of the college library assistant. I shall briefly state the theory of this same assistant's relation to the Carnegie Foundation for the Advancement of Teaching and follow up this theoretical statement with a few facts as to what conditions do actually prevail with regard to both of these questions in a dozen representative institutions in all parts of the country.

Whatever reasons may have prevailed for admitting teachers in any college or university faculty to retiring allowances from the Carnegie Foundation are equally valid when applied to the library staff, not perhaps as it is now constituted in many cases, but as above defined. If present affluence be the measure then I am sure the librarian has equal claim with the professor. If the insufficiency of salary either in fact or in prospect be taken in evidence then I am sure no professor could urge a stronger claim than can the library assistant. If a long and faithful service be a condition, then the library staff must stand side by side with the professor inviting the generosity of the Foundation. If singleness of purpose and devoted service be the test then the library assistant admits no superior. If scholarly requirements and extensive preparation are to be considered evidence of fitness there is no difference. As valiant and efficient helpers in the process and progress of higher education I know of no claim that will admit one to the privileges of the Foundation and deny the same to the other.

From any point of view I cannot see a single argument that will admit the assistant professor and the instructor to participate in the foundation that will deny the library assistant when the library staff shall be composed on as high standards of efficiency as the teaching staff. It then becomes the business of the college librarians to define carefully, through the executive authorities of the colleges, the library staff and the qualifications demanded, and to see to it that only such persons are admitted.

What conditions now prevail in college libraries? In preparing this paper I tried to collect facts from college and university libraries covering the entire country form east to west, including both state and endowed institutions. From seventeen inquiries I had sixteen replies for which I sincerely thank the responding libraries. Only about 43 per cent of those persons now holding positions as college library as-

sistants hold even baccalaureate degrees. About 20 per cent have had some library school training, a considerable proportion of these hold the B. L. S. degree.

As to faculty rank it appears that the librarian usually has the rank of a professor. Below the librarian all sorts of conditions prevail. In one instance all members of the staff are considered members of the faculty, yet less than half of them have any degree. The reference librarian ranks as instructor, and all below him rank with the lowest grade of the teaching force. I do not find what that rank is. Below the librarian and a first assistant there seems to be no faculty rank in most cases. With the above figures as to preparation it is not at all surprising that most assistants have no rank.

As to the relation to the Carnegie Foundation, usually the librarian and assistant seem to be eligible to a retiring allowance, as these usually have some professional rank. However, the term "assistant librarian" is used without discrimination. In some instances it means a specific rank next the head of the staff, but in quite a number of cases it seems to apply to almost any person working in the library. The library assistant is so far scarcely considered.

For reasons of internal organization and external respect and proper standing, I am convinced we must standardize our college libraries just as the colleges and universities are being standardized under the guiding and commanding influence of the Carnegie Foundation. I wish that some one would recommend that a committee from this organization might be appointed to take up the work of standardizing the college library force, and make recommendations as to staff organizations, qualifications of members of the staff and nomenclature that some time in the future we may have a common language.

I can bring to you at this time three guiding facts for our future action; the ruling of the Foundation itself and the action of two of our leading universities —Columbia and Harvard. That portion of rule five of the Carnegie Foundation which provides for librarians participating in the retiring allowance reads as follows: "Librarians, registrars, recorders, and administrative officers of long tenure whose salaries may be classed with those of professors are considered eligible to the benefits of a retiring allowance." Now, whether *librarian* means head of the staff only, or whether it means a number of persons doing the higher quality of library work may be questioned since some assistants in libraries have been granted allowances. Yet in a letter from the secretary of the Foundation under date of April 1, 1911, this sentence occurs, "Ordinarily we have not considered that assistant librarians might count their service toward a retiring allowance," yet later in the same letter this writer makes the possible exception of such large libraries as Columbia and Harvard.

The Harvard rules for retiring allowances specify that "librarians and assistant librarians" are covered by the provision. Assistant librarian at Harvard is not a specific single position but applies to two persons of equal rank.

The Columbia university trustees on February 6 of this year provided as follows: "The librarian shall have the rank of professor, the assistant librarian that of associate professor and the supervisors (with grade of assistant librarian) shall rank as assistant professors and bibliographers as instructors." The action of these two great leading universities is so specific and well defined and apparently so just I quote from them as a guide which the rest of us may follow if even at some distance.

On motion of Mr. Lane it was voted that separates of Mr. Henry's paper be printed by the Secretary of the A. L. A. and sent to all of the college and university libraries in the United States.

Mr. W. C. Lane spoke of the meeting of the Association of New England libraries, held at Wellesley recently, where the question of inter-library loans was discussed. He spoke of the time and labor involved in sending out books and in checking up lists for books both in the library

and those **not** in the library. The advisability of charging a small fee was considered, the fee being not for the use of the book but simply to cover in some degree the cost of the extra labor involved. The payment of a fee would perhaps insure greater freedom in asking for interlibrary loans. Discussion by Messrs. Andrews, Henry, Lane, Leupp and Miss M. L. Jones.

On motion of Mr. Andrews it was voted that the matter of the purposes, principles and methods of inter-library loans be referred to the Committee on Co-ordination.

SECTION ON PROFESSIONAL TRAINING FOR LIBRARIANSHIP

The annual meeting of the Professional training section was held on Wednesday, May 24, and was largely attended. In the absence of the chairman, P. L. Windsor, Chalmers Hadley of the Denver public library presided, and Miss Charlotte Elizabeth Wallace of the Seattle public library acted as secretary.

The program for the meeting was as follows:

Library training in California—Mary L. Sutliff, California state library.

Discussion—L. W. Ripley, Sacramento public library and W. R. Watson, San Francisco public library.

The theory of the training school in the large library system—Faith E. Smith, Chicago public library.

Discussion—Arthur E. Bostwick and Paul Blackwelder, St. Louis public library.

Miss MARY L. SUTLIFF opened the program with a paper on

LIBRARY TRAINING IN CALIFORNIA

The first library training in California of which we have any record was that given in the training class of the Los Angeles public library. The first class of six members began work under the direction of Miss Kelso, the librarian, in November, 1891. The pupils were required to pass an entrance examination and agreed to give to the library three hours service daily for six months, at the end of which time they were, upon passing an examination, placed upon the substitute list of the library. The board of library directors announced frankly that the class was an experiment, "adopted as possibly affording a solution" of the difficulty arising from the too familiar combination of low funds and an overburdened staff.

So successful did the experiment prove that other classes followed in quick succession. At first no formal class work was given, the pupils gaining their knowledge from their work in the various departments. Beginning, however, with the third class, June, 1892, a regular course of instruction was given.

This course of study was outlined in the Library journal, v. 17, and afterward amplified by Miss Hasse in her articles on "The training of library employees" (Lib. jour. 20). After the lapse of twenty years one reads with admiration the description of this thorough, systematic and well-planned course. Undoubtedly much of the future success of the training class was due to the excellent foundation laid by Miss Kelso and Miss Hasse.

One feature of the training of these early classes seems especially worthy of consideration to-day. Pupils passing an examination at the end of the first six months were given employment in the library on partial time while their training was continued for another six months, the more difficult technical points being taken up. A final successful examination was followed by employment on full time. Somewhat too much of examination here perhaps, and the added six months must have imposed a heavy burden upon the teaching staff, but there can be no doubt of the benefit to the class of this prolonged period of instruction.

Through all the vicissitudes of the Los Angeles public library the training class has persisted. During the incumbency of Miss Jones in particular, careful, thorough work was done. In 1904 Mr. Lummis added a physical examination to the list of entrance requirements and raised the standard of the examinations. The average number of students in each class has been about ten, and in all over a hundred pupils have been graduated.

There can be no doubt that to the influence of this training class more than to any other single agency is due the high quality of library service in Southern California. Mr. Lummis in his report for 1906 after calling attention to the fact that the Los Angeles public library was the first in America "to introduce the training class which has been copied throughout the country," says, "This library stands somewhat in relation of Alma Mater to other libraries of Southern California. Most of them have as librarians the graduates of our training class or of our service. The librarians of Los Angeles public schools, the Los Angeles high school, the Los Angeles state normal school, the public libraries of Long Beach, Pomona, and other communities are daughters of this institution and it feels proud of them."

While the Los Angeles public library has been thus steadily casting its beams other lesser candles have been lighted here and there. Apprentices have been received in the public libraries of Long Beach, Pomona, Redlands, Oxnard, Stockton, Oakland, Santa Rosa, and perhaps others which have not come to the writer's knowledge.

Moving northward we find that apprentices were first appointed in the California state library in 1906. The instrution given to the two students who entered during the year was largely individual, but in 1909 when a class of five was admitted regular class room work was offered. Several of the younger members of the staff were given the privilege of attending the classes and of doing the practice work.

Nov. 1, 1910, seven apprentices were received. This class was under the immediate supervision of Miss Kumli and the instruction was the most thorough and systematic that has yet been given. The Sacramento public library gave generous aid, both by sending members of its staff to give special lectures and by supervising practice work at the loan desk. For the last two weeks of the course four of the pupils went with Miss Kumli to Auburn to classify and catalog the public library there—a most valuable bit of practical experience. In all eleven apprentices have completed the training in the state library, and all have been given employment there.

There have been apprentices in the county library work, under the direction of Miss Huntington of the Yolo County library. Miss Humphreys of Merced and Miss Field of Oxnard, and Mrs. Linn of Santa Barbara.

Aside from the regular classes, most of the important libraries of the state have served in some measure as training schools to the novices who have been connected with them. The substitutes in the San Francisco public library, for example, are given instruction in the various departments before receiving regular employment.

Leaving now the training classes in the individual libraries, we find that the next effort toward library training in the state was the summer school. Three sessions of six weeks each have so far been held, all at Berkeley in connection with the regular summer school of the State University, with J. C. Rowell in charge. Only librarians or persons under an appointment to a library position were admitted to the classes.

The first session in 1902 was under the direction of Miss Mary Floyd Williams, assisted by Miss Florence Whittier. Twenty-four students were admitted, sixteen of whom were given certificates. There were 72 lectures.

Miss Mary L. Jones, assisted by Miss Helen Sheldon, was the director of the second and third sessions, held in 1906 and 1907. The second class consisted of 21 students, to whom a total of 82 lectures were presented in the six weeks. Mrs. Alice G. Whitbeck gave the instruction in children's work. In the third class of 24 stu-

dents Miss Kumli and Miss Prentiss each gave two weeks' time for class work and for the consideration of individual problems.

All three sessions of the summer school were highly successful from every point of view except the financial one. Owing to the deficit for the last two classes, the University did not feel justified in continuing the course.

In 1908, then, as there was no means of securing another summer school, and as the desire for further instruction on the part of the librarians of the state was still insistent, the California library association, under the leadership of its president, J. L. Gillis, decided to furnish at least a crumb of the loaf it would have liked to give, and offered an institute of two and a half days immediately preceding the annual meeting at San José. This institute was under the charge of the state library organizers, Miss Prentiss and Miss Kumli. Talks were given on the use of the Library of Congress cards, How to get the most out of books, Book repairing, and Librarians' reports and business methods. Only a few students were expected, but to the surprise of all concerned, over 60 attended the various sessions, listened to the talks and took part in the lively discussions.

The interest aroused by this institute was so great that the state library decided to hold later in the year three classes in library methods. These classes, each of two weeks' duration, were popularly known as institutes and were under the direction of Miss Kumli and Miss Prentiss. The students were all library workers, chiefly from the small libraries of the state. As the numbers were small, it was possible to give a good deal of individual instruction in addition to the class room work. The classes were intended to take the place, to some extent, of individual visits of the organizers to various communities, and were in some ways more valuable than individual visits, as the librarians from isolated towns were able to enjoy the privilege of personal contact with their fellow workers.

The first class, consisting of twelve members, was held in the San Francisco state normal school, Aug. 31-Sept. 12, 1908. Instruction was given in only two subjects, cataloging and reference work. The next class, at Colton, Oct. 5-17, 1908, had also twelve students, drawn from the southern part of the state. The public library at Colton was being organized while the class was in session, thus affording the students a most valuable opportunity for object lessons and practice work.

The last class began Nov. 2 and was held in Red Bluff. As this was in a more sparsely settled part of the state, only five librarians were in attendance. It was felt, however, that it was in just such scattered communities that the classes were of the greatest benefit.

The annual meeting of the California library association at Long Beach in 1910 was preceded, April 11-23, by another library institute of two weeks. Two parallel courses were offered, one in reference work and book selection by Miss Beckley and Miss Darlow of the Los Angeles public library and the other in cataloging and classification by Miss Kumli, Miss Sutliff and Miss Oddie of the state library. Nearly fifty students were in attendance at this institute. As a rule only one of the courses was taken by each pupil and there was a corresponding gain in the thoroughness of the work.

At the annual meeting of the California state board of education held in San José, April 8, 1910, State Librarian Gillis and Miss Susan T. Smith of the state library presented the results of an investigation made by them on library training in normal schools. A suggestive course of study was also presented and Mr. Gillis urged that such instruction be given in the normal schools of the state. As a result of this meeting, there has just been started, April, 1911, in the Chico state normal school, a course of ten lessons in library economy under the direction of the librarian, Miss Margaret Dold. In view of the possible development of the county library work, it is felt that this instruction to the future teachers of the state is of the greatest importance.

It must not be supposed that the libra-

rians of California have thought during all these years that the various agencies for library training that we have been enumerating were adequate and all-sufficient. The efforts made were in each case the best possible under the existing circumstances, but particularly in recent years it has been felt more and more that the great need of the profession in this state is a permanent school.

In 1908, the California library association appointed a committee on library training consisting of J. L. Gillis, J. C. Rowell, G. T. Clark, C. S. Greene and W. R. Watson.

As a result of the work of this committee, a bill was introduced into the legislature of 1909 providing for the setting aside from the funds received by the secretary of state the sum of $700 monthly for the establishment of a school for library training under the direction of the state library. Many of the prominent librarians of the state personally urged the passage of this act, but although it passed the assembly, it died in a senate committee.

According to the terms of the bill, the school was to be under the control of the Board of trustees of the state library. In case the measure had been successful, however, it was the intention to establish the school in the San Francisco public library, the trustees of this library having offered suitable quarters. It was felt that with its public library and branches, with two great university libraries within easy reach and many small libraries in its immediate vicinity, San Francisco was in many ways an ideal place for a library school.

While the question of a school was before the legislature the San Francisco Call expressed in an editorial the opinion that any intelligent person could learn in six weeks all that was necessary to fit him for work in a library and there was some surprise on the part of the legislators that special training should be considered necessary for a librarian, but on the whole the measure met with very little active opposition.

Many of the legislators thought, however, that if instruction in library matters was to be given at all, the State University was the proper place for it. Mr. Gillis wrote accordingly, April 27, 1909, to President Wheeler urging him to establish a library school and assuring him of the co-operation of both the state library and the California library association. President Wheeler replied briefly that while there might some time be a library school, there was no immediate prospect of one. So this hope also vanished.

When the legislature met in 1911, the state library asked for an increased appropriation, with the understanding that if the increase were granted, the library would conduct a library class on more liberal lines than its former apprentice classes, though not aspiring to the dignity of a library school. But in the unsettled condition of the state's finances, it was not possible to secure the increase.

Having completed our survey of the past, let us glance at the situation as it is at present. Lying on the western edge of the continent, remote from the great library centers, California has, nevertheless, intense library activities within her borders. Her field of work is continually broadening and taking on new aspects. Her youth, her comparative isolation and her magnificent distances, make her problems in some ways difficult of solution and there is the greater need of expert workers. Her harvest fields are white, the workers are zealous, but where can they learn how so to whet and swing their scythes that their work will be most efficient? The nearest library school is so far away that attendance is possible only for a few. Moreover, the peculiar conditions in the state require special instruction.

It is true that experience has been the teacher in the past and that those who have trodden her devious and thorny paths have arrived as surely as those who entered by way of the schools. But we have discovered that the efficiency of a brick-layer can be doubled by proper instruction, and the day has gone by for questioning the value of preliminary training in a work that requires the best that can be had in the way of mental equipment.

Of the desire for library training, there

can be no doubt. Over and over again the inquiry comes, "How can I fit myself for library work?" Only those who have had some part in scattering whatever crumbs of opportunity have been given in the past, can realize how eagerly they have been seized.

At the close of her second summer school session, Miss Jones wrote: "When it is considered that twenty-four women, no one of whom receives more than $50 a month, are willing to devote their entire vacations and surrender their salaries in addition for from three to six weeks, as vacations vary, for the purpose of increasing their efficiency in library work, the demand for a course in library methods seems unquestionably a legitimate one." (News notes, 2:298.)

What California needs is a library school with adequate funds, good equipment and a trained faculty, that can offer at least a year's course of study and that in addition to giving the general training can fit her pupils for work in her own field.

Probably there will always be individuals in the state who prefer to get their library training in the East and this is to be desired. There are always certain students who go to Harvard and Wellesley, but this does not prove that the State University and Stanford are superfluous. When a good library school is established here, it will doubtless draw a few students from the East and the mutual exchange will be for the benefit of all concerned.

Of our prospects, not much can be said because we know so little of what the future may bring. As far as the state library is concerned, little or nothing can be done for the next two years. The attitude of the legislature and of the governor during the session just closed, however, was most friendly. The idea of an appropriation for providing library instruction created no surprise or criticism. So much at least had been accomplished by the efforts of 1909. If the present tangle in the finances of the state can be straightened out, we hope for good things in 1913.

The Riverside public library is considering establishing a library school under the direction of its librarian, Joseph F. Daniels. Such a school, if established, would undoubtedly be useful and do good work, but it might be hampered by lack of funds and equipment.

Some at least of our training classes will be continued and we will keep on doing the best that we can with the means at our command, notwithstanding the fact that our best is so far from our ideals. Some day we shall have our school of our hopes and when it comes, we can truthfully say:

> "None can be glad as we are glad
> Uuless they have waited as long."

The discussion of Miss Sutliff's paper was opened by Lauren W. Ripley of the Sacramento public library. He said if a library school is to be opeued in California it should be located in or near San Francisco. "For the present and for some time such a school had best concern itself with preliminary and elementary instruction, leaving the higher grade of work to be taught by the schools already in operation," Mr. Ripley declared.

Miss Sutliff stated that she did not agree with Mr. Ripley's point that elementary training was needed, but believed the most proficient and best training was essential.

In his discussion of the question, William R. Watson of the San Francisco public library said, "There are several reasons not necessarily valid elsewhere, which make it desirable, almost imperative in fact, that we should have a school for library training established on this coast. Time after time the question has been asked, 'Where can I get library training?' And when the reply is given 'Not this side of the Mississippi' the inquirer often gives up in despair, for the distance from home and the expense make it impossible for many to consider the step farther. The establishment of a school here would do much to raise the grade of work which is being done in our western libraries by providing a larger proportion of thoroughly competent people. The employment of more trained assistants would react on those who have not had such advantages, and would raise the standard of proficiency

to a point more nearly in accord with our needs and opportunities. A good school would create public opinion in favor of the employment of trained workers, and would demonstrate the importance of such service and would raise the standing of the profession in the eyes of the public. It is undoubtedly an advantage to have a large proportion of trained help on a staff, not alone for the better quality of service which such help renders, but because it stimulates the untrained local assistants to greater efforts and imbues them with ambition. All these advantages we greatly need on this coast and the establishment of a thoroughly equipped school would do more to improve library conditions than any other undertaking."

Miss M. E. Ahern deplored the lack of library school facilities in California and urged the librarians of that state to work unitedly for the establishment of a library school.

The second topic discussed was presented by Miss FAITH E. SMITH on

THE THEORY OF THE TRAINING CLASS IN THE LARGE LIBRARY

The training class in the large library is an evolution from the apprentice class. It signifies more formal and extended instruction than did the apprentice class, and is supposed to be a necessity in libraries where the staff is sufficiently large to make a number of recruits a probability each year.

Not even in the minor positions in a large system can we use untrained help without detriment to the work of the library. Our library schools cannot supply the demands for people to fill even the higher positions, neither are libraries willing to pay the salaries for minor positions which library school graduates have a right to demand.

It therefore devolves upon the library to do its own training, at least for some subordinate positions. No general standards of admission or of instruction may be set for training classes as for library schools, because each class serves one library only, and there must be adaptation to local conditions, and moreover no person or committee of persons in the library would have authority to act as censor for the work of other libraries than his own.

But as we have agreed that the library profession should meet certain standards of excellence, so we may be justified in discussing the theories for the local training of those who shall have a part in this service.

Primarily the training class is for the purpose of training assistants of the first grade of service. They may later rise to higher positions, after development by experience and further study, but our first concern is with the first positions.

Loath as we are to admit it, the entrance requirements must be influenced by the salaries offered to the students after finishing the course of training. We would like "to paint or sing or carve the thing we love, though the body starve," and we might urge others to do so, if it were for their good and for the good of the library. We expect high standards of living to be maintained by those of whom we require high standards for entrance. We expect them to keep their self-respect, to realize the importance of their vocation, and in a material way we must help them to do this.

As we increase the salaries so may we raise the entrance requirements.

But whatever the salaries may be, we can choose the best material from that which is available. We can advertise the class in high schools, academies, and colleges, in our own city; we can maintain so high a grade of instruction and such a spirit of enthusiasm in the class, that it will become its own best advertisement.

The library is a civic institution; its work is social as well as educational and candidates chosen for the class must be those who can perform this service. We want young women who can recognize the civic idea, the fact that they are serving a government, not as political grafters, but as men in battle serve their country. We want the young women with broad sympathies and broad education (this by the way may be the college young woman or may not be), young women of culture, who

have enthusiasm, book lovers of course. As a rule they should have at least a high school course and not be over thirty-five years of age. At that age one's brain paths have been formed, and it is difficult to make new ones. A woman cannot then easily be trained in technical work, and except in cases of unusual personality, she cannot enjoy being directed by members of the staff who are younger than she, nor can she adapt herself to the freaks and foibles of the public whom she must serve with graciousness.

From those candidates who may present themselves we may select the best by means of systematic marking based on a written test and on personality and education.

The written examination is by no means a test of a person's fitness to do library work, but it is a safeguard, not so much for the purpose of admitting some, as to keep others out. A failure to pass a written examination will be the only reason accepted by some candidates for not being allowed to enter a training class. It should be marked not so much on accuracy of statement as on the general intelligence shown in the manner of answering, and the examinations should count as only a part, possibly a half, of the mark of admission. With this should be averaged a mark for personality and general fitness.

The size of the class must depend upon the probable number of necessary additions to the staff at the end of the course, plus a certain percentage allowed for dropping out, say 25 per cent. Until we can offer higher salaries we are not warranted in asking a tuition fee. If tuition is charged the class is at liberty to go to other libraries for positions; there is no obligation to the library giving the training. The course must then be broadened to that of a library school, including instruction in methods of libraries other than the one concerned.

In planning the curriculum, we must consider the mental equipment of the students upon entrance and the kind of work for which they are to be prepared. Entrance requirement should be such that purely cultural studies will not be necessary. The curriculum should include technical studies such as order routine, cataloging, classification, business methods, etc., studies in book selection and distribution, and lectures on and investigation of civic affairs, with emphasis on book selection and civic affairs.

Fortunately the library profession is coming to recognize the fact that while knowledge of technical library work is necessary it by no means constitutes all the equipment of a library assistant.

A large number of the assistants in a large library system are concerned in work with the public, and in whatever department they are engaged they must keep in mind the fact that all the work of the library is for the people, whether it be direct or indirect, and to work intelligently for them, there must be an understanding of their interests and the conditions under which they live.

More important than a knowledge of Watts' Bibliography is a study of the people of a city, their nationalities, their interests, their habits and conditions of living, a knowledge of the city government and institutions, what the city is doing for its people in open air schools, special schools for the blind and deaf, playgrounds, hospitals, free lectures, juvenile court. There should be a study of the social settlements, religious organizations and their charitable work, the work of the United Charities, business houses conducting social welfare work, and all organizations that are aiming for social betterment.

The courses in book selection should be given considerable time. The library assistants should know their stock in trade as a merchant knows his wares, cultivating the ability to understand what will best satisfy the needs of their patrons.

Technical courses in a training class need not be as extensive as in a library school, because a certain definite library with certain fixed methods is to be served. Increased knowledge necessary to rise to higher positions may come with experience and individual study.

Instruction should be given by those ac-

tually engaged in the work to be taught; otherwise the instruction may be theoretical and not practical. For example, it is difficult for one not doing reference work to know new reference books and new problems.

A part of the director's work should be to correlate these studies, to learn by frequent quizzes whether the students are digesting what they have been taught, and how comprehensive and thorough the instruction has been. She should be able always to supplement the instruction with what may be lacking. She alone, knowing all the courses given to the students, can understand what each instructor has omitted on the supposition that it may have been included by another instructor.

Another important work of the director is informal individual instruction and advice, a word here and there, given at the moment the need occurs. It is for her to impart the right attitude towards the work for which the students are being prepared, to give them joy and enthusiasm in their labor, and to help them to keep in mind the meaning of it all.

Practice work in the different departments of the library should be an important part of the training, if properly overseen and conducted. There should be drills in all kinds of library work which the students are capable of performing without detriment to the service, and there should be sufficient repetition so that the methods will not soon be forgotten. As their courses of lectures advance, more difficult work should be given them, and such as will test their ability to assimilate their instruction. But they should not be required to do such drudgery work as the library needs to have done, long after they have learned all there is to learn concerning it, when there are still other worlds to conquer.

To get the most out of the practice work, there must be co-operation of the heads of departments, an appreciation on their part that this is just as much their work as their regular routine, and there must be a willingness to give their time to its direction.

Details regarding length of courses, advanced classes, hours of practice work, I have not considered. They are governed by local conditions and needs, but are subjects which may properly be brought forward in the discussion to follow.

In opening the discussion of Miss Smith's paper, Arthur E. Bostwick spoke of objections to training classes on the ground that such classes were not exhaustively trained. He said, "Knowledge to fit needs is very useful and need not necessarily be superficial. What we need to do is to make sure that assistants understand that the course means partial and not complete knowledge."

Paul Blackwelder emphasized the need for some lectures on cultural subjects before the training classes.

Henry E. Legler said the recruits to the library through the training class was a valuable stimulus to the entire staff.

Miss Anna McC. Beckley of the Los Angeles public library and W. F. Clowdsley of the Stockton public library told of the instruction and methods of obtaining assistants in their respective libraries.

In reply to a question as to the importance that personality and general fitness should play in examinations to training classes, Miss Smith said she believed the written examination should count 75 per cent and personality 25 per cent.

By vote of the Section, the By-law on active membership was amended to read as follows:

"There shall be two kinds of membership, active and associate. All persons belonging to the faculties of library schools, including summer schools, or who are lecturers for regular courses of three or more lectures in such schools, or who are library school graduates in charge of training classes, or librarians of normal schools who are conducting classes in library economy, are eligible for active membership, including participation in the business of the section."

Officers for the ensuing year were elected as follows: Chairman, Matthew S. Dudgeon, Wisconsin free library commission; Vice-Chairman, Miss Frances J. Olcott,

Carnegie library, Pittsburgh; Secretary, Miss Faith E. Smith, Chicago public library. Membership Committee: Miss Josephine A. Rathbone, Pratt Institute library school, chairman; Miss June R. Donnelly, Drexel Institute library school; Paul Blackwelder, St. Louis public library. Program Committee: Miss Mary W. Plummer, New York library school, chairman; Miss Mary E. Hazeltine, Wisconsin library school; Frank K. Walter, New York State library school.

TRUSTEES' SECTION

(Hotel Maryland, May 20, 1911, 8:15 p. m.)

In the absence of the officers of the section, Judge M. T. Owens, of Whittier, California, was elected temporary chairman and Miss M. E. Ahern, temporary secretary.

A. E. Bostwick of St. Louis outlined the customs of trustees in various parts of the country. He showed plainly that trustees and librarians have certain duties in common which each is to perform to obtain certain results. The trustees should decide the general policy of the library and require the executive officer to do the work, leaving all details of management and administration in his hands. A large board in unwieldy; it is hard to obtain a quorum, and in most cases a few members perform all the work, so it is better to have a small board of three, or five persons at the most.

M. S. Dudgeon outlined conditions in Wisconsin, where the law provides five trustees, one from the school authorities, one from the council and three appointed by the mayor. R. R. Bowker told of a board of 50 members in the Brooklyn institute of natural science, where a few people did all the work and the rest gave consent. The Brooklyn public library has a board of seven managers, which in Mr. Bowker's opinion, is the ideal number.

Judge Rochester, trustee of the Seattle public library, told of their board of seven trustees appointed for the special purpose of looking after the interests of the library. It is an interested board. He expressed himself as opposed to elective officers acting as members, as it is likely to bring in either politics or friction with the Council.

Miss Meeker of Pasadena found that since the mayor has been a member of their board they had had much more attention and interest from the city authorities than before.

Mr. Greene of Oakland, Cal., told of the confusion at present arising out of the commission form of government. Trustees were formerly elected and the board was usually used as a kindergarten for those who wished to enter politics. He was opposed to small boards, since they usually resolved themselves into a one-man power.

S. H. Ranck of Grand Rapids spoke of the success of their elective board. They had no failure for lack of quorum and the election of trustees aroused general interest in the library.

Judge Owens of Whittier cited a remarkable instauce where no politics entered into any branch of the city government. This year the library tax is 75 cents per capita of the inhabitants; next year it will be $1.

Henry E. Legler of Chicago advocated a board of nine for large libraries, as it gave more material from which to form committees and made it unnecessary to burden any one member with all the work.

Mr. Newmark, president of the Los Angeles board, told of the five trustees appointed by the mayor. They had recently taken their library out from under municipal civil service.

P. B. Wright outlined the civil service scheme of the Los Angeles library, where the librarian and the staff are exempt from municipal civil service. Mr. Giffen, trustee of the Los Angeles public library, pointed out the new hope for better things in Los Angeles and spoke of the good qualities of the present board, which was likely to remain for some time. Los Angeles has four cents on the dollar for library purposes.

Judge Rochester of Seattle spoke of the tremendous improvement that had been made in the service of the Seattle public library since the library has been exempted from municipal civil service. Mr. Legler told of the efficiency records in the Chicago public library and was quite positive in the good results that were coming from the use of these. The meeting was not large, but full of interest.

PUBLIC DOCUMENTS ROUND TABLE

The Public Documents Round Table was called to order by George S. Godard, state librarian of Connecticut, chairman of the Committee on public documents, at 8:35 p. m., Friday, May 19, in the private dining-room of the Hotel Maryland. Samuel H. Ranck, librarian of the Grand Rapids public library, also a member of the Committee on public documents, was chosen secretary.

The prevailing interest in public documents was made very evident by the large number of librarians present.

The secretary read a letter from the Superintendent of Documents, Mr. August Donath, expressing his regret at not being able to be present to participate in the proceedings, as he believed it would better serve the interests of the office of Superintendent of Documents and the libraries in whose behalf this office was originally created if this representative of the government could meet with the librarians and talk over the needs and hopes of the library world.

As Mr. Donath's paper concerning the Public Documents situation from the standpoint of the Superintendent of Documents, with accompanying suggestions, had not been received, the attention of the meeting was devoted to some of the letters which have been received by the committee and the questions asked by those present.

The first letter read was from Mr. Ernest Bruncken, assistant register of copyrights and a member of the Committee on public documents, who was unable to be present. In this letter Mr. Bruncken repeated his suggestions made at the Public Documents Round Table at Mackinac Island, viz.: That provision should be made whereby the Superintendent of Documents can issue a bulletin daily, or at least three times a week, showing all the new publications of the departments of government, especially during a session of Congress, which bulletin would be promptly and regularly sent to the larger libraries in order that librarians may know what has been officially published and endeavor to secure such as they require either from the Superintendent of Documents or through their representatives in Congress. Such a list would enable our librarians to secure needed documents very shortly after mention had been made of them in the daily press. The publication of such a list is very much needed and would without doubt do much in simplifying the whole document question.

On motion of Mr. J. M. Hitt, state librarian of Washington, which was discussed by Mrs. H. P. Davison, librarian of the San Diego public library and by Mr. Elias J. Lien, state librarian of Minnesota, the recommendation of Mr. Bruncken was endorsed by the meeting unanimously.

The Committee on public documents summarized this recommendation and the debate on the same in the following resolution, which it reported to the council, where it was adopted.

As many librarians are seriously handicapped in their reference work through lack of definite information as to what publications have been issued by the several departments at Washington, until the receipt of the Monthly catalogue of government publications, which is not published until several weeks after the period covered by each issue,

RESOLVED, that the Superintendent of Documents be respectfully urged to publish, if possible, a daily or weekly checklist of all such government publications issued by the several departments at Washington. Through such a check-list librarians will be informed concerning the many documents and reports now called for, having been mentioned in the daily press. We believe that this early information should be regularly supplied to depository libraries also.

The secretary then read a letter from Mr. J. David Thompson, chief of the Division of documents in the Library of Congress, another member of the Committee on public documents, expressing his regret that he was unable to be present at the meeting. Mr. Thompson called attention to the fact that the Monthly list of state publications with its several subject indexes had involved a great deal more labor than was anticipated, as several of the states have been rendering but very little assistance. Mr. Thompson stated that although this Monthly list is now well started, largely through his constant personal attention, its continuance is likely to depend on the extent to which state librarians assist the Library of Congress by seeing that the Library of Congress receives all of the material issued by their respective state governments. This closer co-operation by the states is all the more necessary now that the preparation of the Monthly list must soon become a part of the routine work of the office.

On motion of Mr. Adam J. Strohm, librarian of the public library, Trenton, N. J., it was voted unanimously that we express our appreciation to the Librarian of Congress and the chief of Division of documents for the preparation and publication of the Monthly list of state publications and that we express the hope that the several states will send their documents promptly to the Librarian of Congress so that all the official documents issued by each state will be promptly included in the Monthly list of state publications, and also in order that the necessary Library of Congress cards can be made directly from the documents themselves.

A roll-call by states was taken in which it was shown that a large number of states were represented. In every case the person answering from a state promised to do his utmost to assist in making the Monthly list of state publications as complete as possible so far as his particular state was concerned.

The last letter read by the secretary was from Mr. Lawrence J. Burpee, librarian of the Carnegie library, Ottawa, Canada, in which he proposed and advocated an extension of the distribution of United States public documents so as to include various libraries in the Dominion, and the extension of the distribution of Canadian public documents so as to include various libraries in the United States.

On motion of Mr. Hitt, of Washington, it was unanimously voted to endorse the following resolution, which was later adopted by the Council.

At a time when the advantages of reciprocity in trade have been recognized by the United States and Canada, it is appropriate that steps should be taken to bring about something in the nature of reciprocity in public documents, as the Government of the United States issues annually a large number of public documents that would be of service to Canadian public libraries; and similarly the Government of the Dominion of Canada issues many publications that would be of value in the United States:

RESOLVED, that representations be made to the two governments looking toward the adoption of some plan by which the Superintendent of Documents at Washington, or some other official, could be made an agent for the distribution of Canadian public documents to American libraries, and the King's Printer at Ottawa an agent for the distribution of United States public documents to Canadian libraries.

Adjourned.

ATTENDANCE SUMMARIES

By Position and Sex

	Men	Women	Total
Trustees	18	9	27
Commissioners	4	8	12
Chief Librarians	58	102	160
Assistants	23	251	274
Library Schools		2	2
Commercial Agents	8		8
Others	29	70	99
Total	140	442	582

By Geographical Sections

5 of the 6 New England States sent	30
4 " 5 North Atlantic States and Dist. of Col. sent	64
2 " 6 South-eastern States sent	2
7 " 7 North Central States "	73
3 " 7 South Central States "	16
6 " 9 Western States "	20
4 " 8 Pacific States "	371
Canada "	3
England "	2
Russia "	1
Total	582

By states

Ala.	1	Ill.	32
Ariz.	1	Ind.	4
Ark.	2	Ia.	7
Cal.	332	Kas.	1
Col.	7	Me.	1
Conn.	1	Md.	1
D. of C.	6	Mass.	25
Ga.	1	Mich.	5
Minn.	11	S. C.	1
Mo.	13	Tex.	3
Neb.	5	Vt.	2
N. J.	2	Wash.	24
N. Y.	36	Wis.	5
N. D.	3	Canada	3
Ohio	9	England	2
Okla.	1	Russia	1
Ore.	14		
Pa.	19	Total	582
R. I.	1		

By libraries

Libraries having five or more representatives:

Brooklyn Public L.	13
California State L.,	16
California, University of, L.	13
Chicago Public L.	5
Denver Public L.	5
Leland Stanford Jr. University L.	8
Long Beach Public L.	8
Los Angeles Public L.	79
Minneapolis Public L.	5
Monrovia Public L.	5
Oakland Free L.	7
Pasadena Public L.	22
Pittsburgh, Carnegie L.	12
Pomona Public L.	5
Portland L. Association	7
Redlands, A. K. Smiley Public L.	5
Riverside Public L.	10
St. Louis Public L.	5
Seattle Public L.	11

ATTENDANCE REGISTER

c prefixed to a name indicates Cripple Creek trip; y, Yosemite Valley trip.

Abbreviations: F., Free; P., Public; L., Library; ln., Librarian; asst., Assistant; trus., Trustee; ref., Reference; catlgr., Cataloger; Br., Branch; Sch., School.

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