

1968-69

EXECUTIVE BOARD MINUTES

1969 Annual Conference

Atlantic City

AMERICAN LIBRARY ASSOCIATION

AMERICAN LIBRARY ASSOCIATION

Executive Board Minutes
1969 Annual Conference

Atlantic City

First Session

The first session of the 1968-69 Executive Board during the 1969 Atlantic City Conference convened at 1 P.M., Sunday, June 22, President Roger H. McDonough presiding.

Present - Exhibit 1.

The Docket is attached as Exhibit 2. Other items of new business were accepted during the meeting.

The Minutes of the Board's 1969 Spring Meeting were approved upon motion of Mr. McNeal, seconded by Mr. Dix. At this time the Board received Miss Krettek's appreciation for its remembrance on the occasion of her Honorary Degree from the College of St. Elizabeth on May 17.

Report of the PEBCO Jury on the J. Morris Jones-World Book Encyclopedia-ALA Goals Award (Docket Item III). The report was endorsed and forwarded to the Executive Board by the Committee on Program Evaluation and is attached as Exhibit 3, and upon motion of Mr. Mohrhardt, chairman, seconded by Miss Shachtman, was ACCEPTED. In Mr. Mohrhardt's discussion with the Board his concern was expressed that misunderstandings may occur as a result of discussions outside PEBCO's meetings of matters which are the concern only of those persons who attend the meetings of PEBCO and its subcommittees.

Review of Council and Membership Agenda (Docket Item IV). The Executive Director pointed out that the Board, at its 1969 Spring Meeting, endorsed the Report of the Membership Committee (IV-B3), the Report of the Committee on Constitution and Bylaws (IV-B7), and the Report on AASL's Status in NEA, the latter having been endorsed by the Board at Midwinter. Because of membership concern expressed in Council debate of the Constitution amendment labeled "the 90 day clause" (Article VI, Section 4(c)), the Board at a later meeting considered the tenor of the debate which indicated apparent acceptance of the suggested time limit as related only to financial and contractual agreements, but not as a blanket provision, denying membership action at meetings. Therefore, the Board, on motion of Mr. Dawson, seconded by Mrs. Jenkins, AGREED that action by the membership on the proposed amendment to Article VI, Section 4(c) of the Constitution should be postponed for further study and authorized the President to take those steps necessary to accomplish postponement.

The Board agreed to be prepared to talk to questions raised on its Minutes during the information meeting with the Council, continuing the procedure of reviewing with the Council its Minutes and calling attention to particular items of interest.

The Board's discussions with representatives of units presenting action items to Council are recorded later in the Minutes.

Chapter Relationships Special Committee Report (IV-B13). John F. Anderson, chairman, met with the Board to discuss the report to be submitted to Council which had not been

included with the advance mailing. In order to finalize its recommendations to the Board and Council, an additional one year extension was requested. On motion of Miss Thornton, seconded by Mr. McClarren, it was

VOTED, That the Executive Board requests the Council to extend the life of the Special Committee on Chapter Relationships for one year.

(Because the Committee had filed an application jointly with the Southwestern Library Association which was awarded the 1969-70 J. Morris Jones-World Book Encyclopedia-ALA Goals Award, Mr. Anderson requested of Council, and was granted, a two year extension since the operation of the project in 1969-70 and its follow-up the succeeding year would be of major interest to the Special Committee).

Midwinter Meeting Registration Fees (Docket Item VIII) - Exhibit 4. Miss Shachtman reminded the Board that it was she who initiated the exploration reported in the Exhibit and moved, Mr. Talmadge seconded, and it was

VOTED, That the Executive Board accepts the recommendation of staff that the current registration fee for attendance at Midwinter Meetings be continued at the present rate.

"Consideration of ALA's Role and Functions" (New Business-II). While this Report was not included in the Board's Docket, it was not considered "new business" since it came to the Board in response to its request of the Headquarters Heads of Units Group (HUG) to consider the Board's hope, at its spring meeting discussions of present Docket Item VII, that means of strengthening ALA implementation of all of its standards might be found. The Report, in asking whether ALA wants to change its scope of being an educational organization to something apart from the purpose ALA has worked toward from inception, suggests many future actions necessary to such a departure. It also answers some of the criticisms of ALA's procedures. The Board ordered that wide distribution of the Report be given during the Conference, particularly to the meeting planned by California state college librarians and sponsored by the Academic Status Committee of ACRL's University Libraries Section and Council. The Report is attached as Exhibit 5.

The session adjourned at 3:05 P.M. in order that the members of the Board might attend the Junior Members Round Table Meeting.

Second Session

The second session of the 1968-69 Executive Board during the 1969 Atlantic City Conference convened at 2 P.M., Monday, June 23, President Roger H. McDonough presiding.

California Library Association - Faculty Status Action (Docket Item VII) - Exhibits 6-a, b, and c. David Kaser, President, Association of College and Research Libraries, was present at the President's invitation. Initial discussion went to the ACRL sponsored meeting called by California State College librarians, attended by most of the Board's university and college representatives. Mr. Kaser felt that the proponents of a resolution presented to that meeting directing ACRL to recognize that academic librarians

"must have (1) rank equivalent to other members of the teaching faculty; (2) Salary equal to that of other members of the teaching faculty; (3) Sabbatical and other leaves; (4) Tenure; (5) Access to grants, fellowships, and research funds; (6) Responsibilities for professional duties only; (7) An adequately supportive non-professional staff; (8) Appointment and promotion on the basis of individual accomplishment and involving peer evaluation; (9) Grievance and appeal procedures available to other members of the academic community and involving peer review; (10) Participation of all librarians in library governance; (11) Membership in the academic senate of their institutions, or other governing bodies", might negotiate at the ACRL Membership Meeting the resolution that ACRL (and ALA) adopt as "its official policy the support of these standards for all academic librarians and the implementation of these standards by any and all appropriate professional means, including: (1) Censure and sanctions; (2) Accreditation of libraries and That the ACRL (and ALA) gather and publish data on salaries, work week and work year, and other standards for academic librarians, including those listed above," to a supportive statement by ACRL to the California Library Association's threatened sanctions against the California state libraries. At the same time, ACRL would congratulate the California State Colleges on the degree other standards for college libraries have been met, citing with regret that Standard IV, paragraph 4, "professional librarians should have faculty status, with benefits enjoyed by teaching staff including such items as tenure, sick leave, liberal vacations, adequate retirement and sabbaticals; the salaries of librarians should be the same as non-teaching faculty" have not yet been met. ACRL, approving CLA's sanction proposal, urges ALA to express in as strong a way as possible its support and concern for CLA's efforts in letters to the chancellor, academic senate and the trustees of the California State colleges. (Mr. Kaser later stated checks should be made with legal counsel). Mr. Dix, citing Exhibit 6-a, questioned ALA's support of an action that CLA itself questioned as being within its jurisdiction. Mr. Dawson recapped the Board's previous requests and actions with regard to CLA's request for support in its proposed sanctions against the state colleges (Executive Board Minutes, 1969 Midwinter and Spring Meetings) and with due regard to CLA and ACRL's suggestions recommended that the Board should now be more responsive to a recognized important issue and by its own actions investigate the matter thoroughly in order to take responsible action since ACRL, through correspondence between Presidents, feels that decisive action on standards rests with the parent body. Mr. McDonough felt that an examination of priorities might also be in order. Legal Counsel, Mr. North, present for the succeeding New Business matter, suggested that the Board might in this context utilize the steps worked out by the Committee on Intellectual Freedom for an Action Program in defense of intellectual freedom and the Library Bill of Rights, to be presented to the Council, in whatever actions it may deem appropriate in connection with support of the various ALA standards, which calls for careful investigation prior to action. It is normal, he stated, in any organization to adhere to principles for reconciling controversies between the organization and other elements of the educational community, itself and other members of the organization. Mr. Dix agreed with Mr. Dawson that steps should be taken to mediate or investigate with the Chancellor of the California state colleges prior to the Association's taking pre-emptory action, similar to AAUP's procedures in exploratory investigations. Mr. Kaser stated that ACRL had not omitted consideration of an explora-

tory committee, but disregarded the idea feeling that ALA itself should investigate first whether or not the Association will make sanctions and this was not considered within the purview of the division. Mr. Mohrhardt suggested that if legal accrediting agencies don't include ALA's standards in their prerequisites, then perhaps the Association should press its efforts in those directions also. Mr. Kaser promised to try to obtain at ACRL's Membership Meeting a request that ALA establish such a fact-finding committee as suggested by Mr. North, with representation from ACRL; also he felt ACRL's previous attempts to comply with the Board's referrals of CLA's request for support of its sanctions proposal had not been reasonably dealt with. ACRL has urged strongest support of CLA's request for the Chancellor's granting faculty status to state college librarians, and has suggested that it is the Association's responsibility to impose any enforcement of standards deemed as guidelines "through its own devices." The Board was receptive to the mediation concept suggested by Mr. Dawson, Mr. North, President McDonough and President Elect Dix, and after careful consideration, on motion of Mr. Dawson, seconded by Mr. Mohrhardt, it was

VOTED, That the President of ALA be instructed during this meeting to telephone the Chancellor of the California State College System concerning the request of the state college librarians for faculty status and ALA's interest, and to send a letter to the Chancellor urging that the request of librarians of the state supported colleges for faculty status and benefits be granted to librarians; and

FURTHER, That a special committee be appointed immediately to look into this specific problem, if necessary, and beyond that to make recommendations as to ALA's continuing activities in these interests.

Tax Reforms (Foundations) (New Business II). William D. North, ALA Legal Counsel, and Germaine Krettek, Director, ALA Washington Office, met with the Board to report that the Association must be aware of and take steps if necessary to retain its favored tax exempt status in the present governmental investigation of tax exempt organizations as a part of the tax reforms under consideration, which would, in addition to financial considerations relating to the Association and its benefactors, according to press releases, remove ALA from any kind of association with governmental libraries. The Board asked the Committee on Legislation and legal counsel to present later in the Conference guidelines to assist the Board in meeting the predicted situations. Mr. North and Miss Krettek returned to the Board, accompanied by Mrs. Leigh, chairman of COL at the Board's third session, Tuesday, June 24, submitting guidelines to be used internally by the Board or by a committee COL proposed from the members of the Board and vested with interim authority to implement the guidelines. Mr. Mohrhardt suggested that whatever group is utilized to deal with the matter ought to consider insofar as ALA's interests are not jeopardized the interests of other philanthropic and social service agencies whose goals are similar to ALA's and who support ALA's programs. The President, upon the withdrawal of a motion to appoint a special committee, ordered that the incoming President be authorized to make use of the officers, in the Executive Committee concept, and/or such members of the Board available for immediate service. It was the sense of the Board that the guidelines presented by COL were accepted.

Return to Endowment - PEBCO Recommendation (New Business II / also Item IV). Mr. Mohrhardt, chairman of PEBCO, report to the Board that in order to present a balanced budget to the Board for 1969-70 PEBCO again must recommend that Council approve a waiver of the Council adopted (1960) policy to return to endowment 6% of general funds income (excepting Conference income); he sought the Board's endorsement of PEBCO's recommendation. The waiver would provide approximately \$65,000 to the 1969-70 Budget to meet requests. Mr. Dawson expressed his feeling that the Board and Council would create more financial difficulties and registered his disapproval of the proposal. Mr. Mohrhardt replied that it is in PEBCO's Minutes that the first obligation for such increases in income resulting from the dues increase is to return these funds to the endowment. Mr. Dawson, to Mr. Talmadge's question agreeing with Mr. Dawson's precepts, felt that there can be no obligation imposed upon future boards to a proposal from previous ones to obligate funds "when available." On motion of Mr. Mohrhardt, with negative votes cast by Mrs. Jenkins, Mr. Dawson and Mr. Talmadge, it was

VOTED, That the Executive Board recommends Council's approval that for 1969-70 the return to endowment of 6% of General Funds income specified in the 1960 Council action be waived in order to balance the 1969-70 budget.

Petition to Congress to restore budget cuts (Docket Item IV-B2 and 12). The Committee on Legislation had been asked to develop a resolution in connection with the President's Report which was to be largely devoted to ALA's efforts in connection with the budget cuts in the library and education appropriations before the Congress. Miss Krettek and Mr. Low brought in a proposed petition suggesting the Board's support in principle so that it could be further refined before presentation to Council following the President's Report. On motion of Mr. Mohrhardt, seconded by Mrs. Jenkins, it was SO ORDERED.

The Feasibility and Legality of Promoting and Defending the Library Bill of Rights (Docket Item IV-B6). Edwin Castagna, chairman, Committee on Intellectual Freedom, Mrs. Judith F. Krug, director, ALA Office for Intellectual Freedom and William North, legal counsel, were present to discuss the Plan for Action being presented to Council by CIF. Mr. Castagna felt it imperative that action should be taken by Council either affirmative or negative, and that the plan as developed should not be hindered by amendments from the floor, nor should finances be tied to Council action. The Committee, staff and legal counsel is ready to commence implementation immediately the plan is approved. The Committee was convinced that it had taken all measures to insure prudent and effective action, all to be safeguarded by final Executive Board review and approval of recommendations related to abuses of the Library Bill of Rights brought before the Committee. It was pointed out that adoption of the plan would call for some constitutional changes (exclusion from membership). On motion of Mr. Mohrhardt and severally seconded, the Board

VOTED, That the Board recommends to Council adoption of the Committee on Intellectual Freedom's Plan for Action embodied in Roman I through V and Arabic 1 through 6 of the Feasibility and Legality of Promoting and Defending the Library Bill of Rights.

The second session adjourned at 5:20 P.M.

Third Session

The third session of the 1968-69 Executive Board during the 1969 Atlantic City Conference convened at 2 PM, Tuesday, June 24, President Roger H. McDonough presiding.

Report of the Special Committee on the Office of Second Vice President (Docket Item V-B). The final report from the Committee, requested by the Board at the 1969 Mid-winter Meeting, which included the recommendation that the Committee be discontinued, had been referred by the President to Mrs. Shepard for study and recommendation. It was her recommendation that since this affects the organization and goes into more structural matters than consideration of the office of second vice president the Report should be considered by the Committee on Organization before action by the Executive Board. Mr. Talmadge hoped that further consideration would not lose sight of what he felt could be termed a Minority Report from one of the three committee members. Essentially the Report suggests that the position of second vice president be eliminated and that there be established the office of vice president elect, for two year service, the second in the position of vice president - thus increasing the membership on the Board by one person. On motion of Mr. Mohrhardt, seconded by Mr. Dawson, it was

VOTED, That the Report of the Special Committee on the Office of Second Vice President be referred to the Committee on Organization for study and recommendation to the Executive Board.

It was also , on motion of Mr. McClarren, seconded by Miss Shachtman

VOTED, That the recommendation from Mr. Eastlick and Miss Whitenack (concerning representation on the Executive Board) be forwarded to the Committee on Organization without recommendation from the Board for any further consideration by COO in its consideration of the Report of the Special Committee on the Office of Second Vice President.

It was the consensus of the discussion that the Board accepted the Committee's recommendation for discontinuance.

Report of the Headquarters Space Needs Committee (Docket Items IV-B-15 and V-A).

In reviewing the contents of the Committee's Report to Council, Mr. Youngs reported that the building developers approached as a result of the Board's 1969 Spring Meeting are beginning to reply, mainly requesting additional information on ALA's proposal and needs; this is to be furnished by staff. Any resulting proposals from the developers will be reviewed by Real Estate Research Corporation. Mr. Trezza added that an RERC architect has altered the original feeling that adding to the present building would not be feasible and has developed plans for consideration. These plans would expand the building in the parking lot area which is over the lower level which extends beyond the building and would produce 69,500 additional gross square feet for a total of 112,000 with from 80-90,000 usable square feet, contrasted to the present 52,000. Present prospects indicate that Headquarters will soon require 58,000 square feet. The cost of such an expansion is estimated to be around \$30 per square foot (in the next six month period at least) but would not include furnishing costs, or interest if a loan were obtained; the unneeded

vacant property possible would sell for an amount half of the building costs. However Mr. Trezza asked that the Board wait until concrete figures can be obtained on which the Board might base any decisions. The need for a survey of the Association's property was raised by legal counsel and RERC which Mr. Trezza stated would cost \$900, and Mr. Gaertner stated he would check to see whether this is not already available through the holders of the title insurance.

Headquarters Tenure Policies (Docket Item XIII-A). The Board was given, in Atlantic City, a corrected copy of the consolidated tenure policy which the Board ordered be prepared by staff. The Executive Director pointed out that in previous tenure statements tenure was not given to a number of staff members including the Executive Secretaries of Divisions and the Executive Director. It was his principle recommendation that there ought to be tenure at Headquarters for all persons in all positions except those positions which are described in the revision as department heads - those making policy making decisions: The Executive Director, the Deputy Executive Director, the Associate Executive Directors for Administrative Services, Fiscal Services, Publishing Services, and the Associate Executive Director and Director, ALA Washington Office. The matter of the quinquennial review recommended by the former Personnel Committee was left up to the Board. Mr. Dawson, chairman of the former Committee stated that the committee agreed that the persons indicated by the Executive Director should be excluded from tenure since in effect these staff members are extensions of the Board and must have the Board's full confidence; there was no thought given to rapid turnover, however. The Executive Director suggested that whatever disposition the Board makes of the tenure policy, additional discussions be held with the Staff Association. Additional editing seemed desirable, and upon motion of Mr. Mohrhardt, seconded by Mrs. Shepard, it was

VOTED, That Headquarters Tenure Policies consolidation be referred to the Headquarters Visiting Committee for further study and recommendation.

Members of the Board were urged by President McDonough to make their views known to the Visiting Committee and anyone else concerned.

Headquarters Holidays Policy. (Docket Item XIII-B). Congress and the Illinois State Legislature have recently passed laws relative to national holidays. With the exception of Columbus Day Headquarters has in the past observed these days, but in lieu of Veterans Day the office has closed on the Friday following Thanksgiving. The Board was asked to consider granting Columbus Day under the national law in addition to the presently observed holidays. A motion to authorize this was defeated, and upon motion of Mr. Dawson, seconded by Mrs. Shepard, it was

VOTED, That the Headquarters Holidays Policy proposal be referred to the Headquarters Visiting Committee for recommendation to the Executive Board.

Table of Authorized Positions (Docket Item XIII-C), and the remaining Information Reports (Docket Item XIV) were presented to the Board for information only. Mr. McClarren questioned the reclassifications wondering whether these had been approved because of employment competition; Mr. Trezza pointed out that it is largely due to the reorganization of the Publishing Services Department.

Executive Committee of the Executive Board (Docket Item V-C). Since the Report of the Special Committee on the Office of Second Vice President involves an executive committee of the Board, the Executive Director suggested that he get fuller advice from the Constitution and Bylaws Committee, the Parliamentarian (each having questioned the legality of an executive committee) and more especially from legal counsel and recommended referral of the matter to the Committee on Organization which had earlier had the Special Committee's report referred to it for recommendation. On motion of Mrs. Shepard, seconded by Miss Thornton IT WAS SO ORDERED. This referral was for the added information of the Committee on Organization.

Membership Meeting (Docket Item IV-C). In reviewing the agenda for the Membership Meeting, the Board informally concluded that it would be desirable to seat the non-members in a seating section apart from the members to facilitate the voting. As long as the bylaw which is to be amended is still in effect the Board recognized that there may difficulty in taking votes of institutional members since many of them are personal members as well. Mr. Sessa and Mrs. Martin were asked to serve as resource persons during the Membership discussion of the proposed dues increases.

ALA Centennial Anniversary Committee (Docket Item V-D) - Exhibit 7. Frank B. Sessa, chairman, attended the Board Meeting. He stated that the Exhibit is essentially a gathering of suggestions generated by the members of the Committee from those who wrote and of the past presidents who met with the Committee at Midwinter 1969. The Committee recommends that it now be discontinued and that an action committee be appointed to implement the ideas for the Centennial Celebration. Mr. Sessa reported that the committee was distressed that it was unable to get an archivist to put the Association's records in order, but expressed thanks to the Board and staff for its assistance over the past three year period.

On motion of Mr. Mohrhardt, seconded by Miss Shachtman, it was

VOTED, That the present Special Committee on ALA Centennial Anniversary be discontinued with thanks for its many thoughtful suggestions, and further
That in its place a new standing action committee be established to plan further and initiate implementation.

Invitation to the International Federation of Library Associations to meet in the United States (Docket Item VI). Because he had not been able to work up a firm budget Mr. Mohrhardt asked that the Board defer the matter hopefully for action at the 1969 Fall Meeting. The basic problem is finding a place where simultaneous translation equipment is available. The Board encouraged Mr. Mohrhardt to pursue the matter.

ALA Archives (Docket Item XI). As indicated by Mr. Sessa, this has a relation to the Report of the ALA Centennial Anniversary Committee. The Executive Director informed the Board that support of an archival program for ALA developed earlier and not placed in the budget for tightness of funds has gone before a foundation. While no assurance was given, the Executive Director has been invited to meet with the foundation chairman in the next few months to discuss the proposal.

Resolution on the National Commission on Libraries (New Item) - Exhibit 8. At the Spring Meeting the Board authorized the development of a resolution addressed to the Commission; a draft was submitted to the Board and the President was authorized to refine it and transmit it to the National Advisory Commission on Libraries.

Acceptance of Funds from Commercial Organizations as Awards (Docket Item X) - Exhibit 10. The Exhibit is staff response to the Board's request for information on the Awards Committee's explorations of offers of awards. The Board became concerned during the Midwinter Meeting 1969 over the proliferation of awards, some in very modest amounts. The President felt the report was responsive to the Board's questions and suggested that it be received as information and held for substantive discussion at such times as the Board is asked to approve new awards. On motion of Mr. Dix, seconded by Mr. Dawson, it was

VOTED, That the Executive Board receives with thanks the June 2 Report on Acceptance of Funds from Commercial Organizations as awards submitted by Awards Committee staff.

Informally the Board agreed that this report would be useful to the Awards Committee and should be referred to the Committee for information.

Library Technology Program (Docket Item IX). The Executive Director reported that following the Board's Spring Meeting and transmittal to CLR of the substance of the Board's discussion of the Booz, Allen & Hamilton Study of LTP, the President of the Council sent a check in the amount of \$75,000 to support LTP agreeing to three monthly payments. His response indicated, however, that the report of the Board's consideration of the Study was not completely responsive and suggested that more study be given by the Board, preferably by a Board subcommittee. President McDonough felt this should be done and that the correspondence should be reproduced for the Board as background to further consideration.

Legislation Committee Report (Docket Item IV-B-12). Mrs. Carma R. Leigh, chairman, Legislation Committee, Edmon Low, chairman, COL's subcommittee on Copyright Issues, and Germaine Krettek, Director, Washington Office met with the Board to review the proposed revision of the Legislative Policy Statement and the reports on legislative matters including the National Commission on Libraries, copyright issues and tax reform. In response to the Board's request the Committee has sent to the Committee on Organization a proposed revision of its field of responsibility and those of its divisional subcommittees. It was hoped by Miss Krettek that the Legislative Policy Statement is now at the stage that it will not be necessary to make annual revisions. The Board's suggestions on the revision were taken under advisement by the COL representatives. (See also page 4, these Minutes.)

On motion of Mr. McClarren, seconded by Mrs. Jenkins, it was

VOTED, That the Executive Board endorse Council's approval of the proposed 1969 revision of the Federal Legislative Policy Statement.

Presidential Committee on ALA Objectives and Organization. In discussing the conduct of the forthcoming Membership Meeting (June 25) and methods to employ in taking the votes on the various issues, Mr. McClarren recalled comments in Council discussion seeking clarification of the Association's objectives before raising dues in relation

to President Elect Dix's preliminary considerations of the possibility of establishing a special committee to look into ALA's programs and scope. He felt that Mr. Dix would be well advised to carry out this proposal as soon as possible. At that point in Mr. Dix's thinking the intent was not to be another activities committee. Mr. McDonough felt that at some future general meeting it would be helpful to many members to be given a program on ALA's activities and its basic documents such as the Constitution and Bylaws, the Program Memorandum, Goals for Action, Freedom to Read statement and the Library Bill of Rights, and the Federal Legislative Policy statement.

On motion of Mr. Dix, seconded by Mr. McClarren it was

VOTED, That a presidential committee be appointed by the ALA President to reexamine the objectives of ALA and the organization and programs appropriate to the implementation of these objectives, this committee to report to the Council and Membership no later than the Annual Conference of 1970.

It was agreed that the action should be announced at the Membership Meeting.

The third session adjourned at 5:45 PM.

Fourth Session

The fourth session of the 1968-69 Executive Board during the 1969 Atlantic City Conference convened at 2 PM, Thursday, June 26, President Roger H. McDonough presiding.

Constitution Amendment, Article VI, Section 4(c) - 90 Day Clause. See page 1, Review of Council and Membership Agenda.

Council-Membership Meeting Time Allocation (New Item). The Board was concerned that inadequate time had been scheduled for the meetings of Council and the Membership during the Annual Conference. Mrs. Shepard suggested that procedures be established for the conduct of the Membership Meeting called for 8 AM, June 27 in order to complete the business scheduled for the regular meeting on June 25. While it is desirable to adhere to rules and regulations as much as possible, it was the sense of the Board that the presiding officer must at all times exercise judgment. Mr. Dawson urged that serious consideration be given to allotting more time to Council and Membership meeting in the future; the President suggested that this matter be studied and recommendations given to the Board at the Fall Meeting by the Heads of Units Group at Headquarters. It was also considered necessary to provide registration badges which will distinguish the members from non members at future Conferences.

Membership Resolutions for Council Action. The Executive Director pointed out that a resolution would probably be reintroduced at the Membership Meeting in support of the

Intellectual Freedom Committee's Plan for Action and solicitation of funds to be placed in a support fund for libraries until ALA is in a position to establish such a fund. The mover of the resolution was promised time at the conclusion of business at the Membership Meeting, but time did not permit. Mr. Mohrhardt felt that this matter of financial support should be addressed to the Board rather than to Council and the Executive Director pointed out that if solicitation of funds is authorized for one activity (such a proposal for support of recruitment was rejected at Kansas City) this will lead undoubtedly to similar requests in other areas.

ACRL Membership Resolution. J. Donald Thomas, Executive Secretary, ACRL, reported that at its Membership Meeting ACRL voted to recommend Council's adoption of the entire resolution quoted on page three of these Minutes altered only to the extent that responsibility be given to ACRL. Major questions raised in the Board's discussion related to lack of reference to specific standards; the need for the principles listed to be translated into standards before they can be acted upon as standards; clarification of what is meant by accreditation of libraries and how well what is involved can be enforced. President McDonough felt the ACRL resolution can be applied only to academic librarians and the ALA Standards for College Libraries, whereas the Resolution passed by ALA Membership (without the preamble) is directed to all librarians; he suggested that the latter needs consideration by the other types of library divisions at least before acted upon by Council. In this connection, Mrs. Shepard pointed out that ALA's standards are for libraries, though some vaguely imply professional standards for librarians.

Upon motion of Mrs. Shepard, seconded by Mr. Mohrhardt, it was

VOTED, That the Council be informed that the Executive Board fully supports the principle of improved status for academic librarians and is convinced that positive action to attain such a goal should be taken by the Association. However, it finds the terminology used so ambiguous that it cannot recommend the adoption of the ACRL resolution as presented.

Mr. Milczewski and Miss Thornton were asked to attend the ACRL's Board Meeting that evening to convey the Board's position.

ALA Membership Resolution: "That the American Library Association adopts as its official policy the support of professional standards for all librarians, and the implementation of such standards by any and all appropriate professional means, including (1) Censure and sanctions; (2) Accreditation of libraries."

The Board again discussed the lack of machinery in ALA to carry out the intent of the resolution. Some of the Board members felt the Council would come to that conclusion without the Board's taking a position. However, at the conclusion of the above discussion the Board concurred in the suggestion of Miss Thornton and the President that while the Board looks with favor on the intent of the Resolution it feels that the other divisions should give study before it is ready for Council action. Mr. Youngs was asked to speak to this matter at the Council Meeting.

Report of the Committee on Organization (Docket Item IV-B-14). Robert N. Sheridan, chairman, reviewed the Committee's Report to Council and also submitted a Report addressed to the Executive Board (Exhibit 9) calling attention to that Report's

recommendation to the Board that in establishing committees there should be consultation with the chairman of the Committee on Organization in order to avoid misplacement within the organization. In answer to Miss Shachtman's question, Mr. Sheridan stated that COO does not think there should be restrictions on service beyond committee and boards at this time; he added that subcommittees of parent committees would be exempt from this, but not divisional subcommittees to ALA committees, since these in effect are divisional committees. Whenever the new policy on service limitation goes into effect, Mr. Sheridan felt that there would be some dislocation and that the individuals would have to select the positions to retain; in all probability he felt the policy would not be fully implemented for about a year.

Mrs. Shepard pointed out that the Board has asked COO to consider the need for a committee to impose sanctions and/or censure, and Mr. Sheridan reported that COO felt this was not something the Board can delegate to a committee. The responsibility for such actions rests with the Board and the Council. He replied to Mr. Dix's question that the proposed Standards Committee could be asked for comments on the matter of sanctions but could not be expected to take action. The Standards Committee is intended to be concerned with format and consistency of ALA standards, and is not intended as a substantive policy forming activity. It was Mr. Sheridan's opinion that ALA must know first what it legally and financially can do if it is to remain an educational association.

It was AGREED That the report was accepted for transmittal to Council by acclamation with the recommendation for adoption by Council.

Special Committee on Manpower Programs (Docket Item IV-B-11). Lester E. Asheim, staff liaison to the Committee, in the absence of Mary Gaver, chairman, who was forced to leave the Conference because of family illness, distributed Miss Gaver's report which recommended publication in the Bulletin and the an additional two year extension of the Committee. Miss Gaver also requested that the Report be withdrawn from the Council agenda. The Board felt that certain revisions were necessary prior to publication, and upon motion of Mr. McNeal, seconded by Mr. McClarren, it was

VOTED, That the Report of the Committee on Manpower Programs by Miss Gaver be removed from the Friday Council agenda, and That the President return it to her for revisions in line with the comments made by members of the Board; That it then be submitted for possible publication in the ALA Bulletin subject to the editorial judgment of the editor, Mr. Shields.

It was the sense of the meeting that the Board concurred in COO's recommendation to the Board (Exhibit 9) that the Committee not be established as a standing committee but that LED and LAD should be encouraged to expand their activities in the manpower area.

Draft Proposal to Hold a Seminar to Train Library Instructors in the Techniques of the Computerization of Bibliographical Data Handling (Docket Item XII-B) was withdrawn by ISAD.

The fourth session adjourned at 6:05 PM.

Due to the resumption of the Membership Meeting Friday afternoon, June 27, the Board's fifth session scheduled for 2 - 4 PM was not held, and the remaining item, Proposal for "Sharing Reading Experiences Through Discussion" (Docket Item XII-A) was transferred to the agenda of the 1969-70 Board Meeting, Saturday, June 28.

Respectfully submitted

David H. Giff
David H. Giff
Executive Director

mlh

ATTENDANCE RECORD

1968-69 ALA Executive Board - 1969 Annual Conference

	SESSIONS			
	<u>First</u>	<u>Second</u>	<u>Third</u>	<u>Fourth</u>
President Roger H. McDonough	x	x	x	x
President Elect William S. Dix	x	x	x	x
Immediate Past Foster E. Mohrhardt	x	x	x	x
Second Vice President Archie L. McNeal	x	x	x	x
Treasurer Robert R. McClarren	x	x	x	x
Executive Director David H. Clift	x	x	x	x
Executive Board Members:	x	x	x	x
Mrs. Augusta Baker				
John M. Dawson	x	x	x	x
Mrs. Frances B. Jenkins	x	x	x	x
Bella E. Shachtman	x	x	x	x
Mrs. Marietta Daniels Shepard	x	x	x	x
Robert L. Talmadge	x	x	x	x
Eileen Thornton	x	x	x	x
Willard O. Youngs	x	x	x	x
Incoming Board Members:				
Mrs. Lillian M. Bradshaw	x	x	x	x
Hoyt R. Galvin	x	x	x	x
Jean Lowrie	x	x	x	x
Marion A. Milczewski		x	x	x
Guests:				
John Anderson	x	x		
Edwin Castagna		x		
David Kaser		x		
Mrs. Carma R. Leigh			x	
Edmon Low		x	x	
William D. North		x		
Frank B. Sessa			x	
Robert N. Sheridan				x
Staff:				
Lester E. Asheim				x
L. J. Gaertner	x		x	x
Germaine Krettek		x	x	
Mrs. Judith F. Krug		x		
J. Donald Thomas				x
Alphonse F. Trezza			x	
Ruth Warncke	x		x	x

ALA EXECUTIVE BOARD DOCKET

1969 Annual Conference
Atlantic City, New Jersey
Holiday Inn

June 22-27, 1969

The sessions of the 1968-69 Executive Board are scheduled as follows, all meetings in the HOLIDAY INN - Grand Ballroom C:

Sunday, June 22 - 9 A.M. (if necessary - notification at Atlantic City)
1:00 - 3:00 P.M. - John Anderson at 2 P.M. (Council)
Monday, June 23 - 2:00 - 4:00 P.M. - Edwin Castagna at 3 P.M. (Council)
Tuesday, June 24 - 2:00 - 6:00 P.M. - Carma Leigh & Germaine Krettek at
4:30 P.M. (Council)
Thursday, June 26 - 2:00 - 6:00 P.M. - Robert Sheridan at 2 P.M.; Mary
Gaver at 3 P.M.; Spencer Shaw
at 3:30 P.M. (all Council items)
Friday, June 27 - 2:00 - 4:00 P.M.

The Board will also meet with the Council at the Informational Meeting, not a break-fast meeting, at 8:30 A.M., Tuesday, June 24, in the Ballroom at Convention Hall. The 1969-70 Board will meet on Saturday, June 28, at 9 A.M. in Grand Ballroom C in the Holiday Inn.

I - APPROVAL OF MINUTES OF THE BOARD'S 1969 SPRING MEETING

Corrections and/or additions will need to be reported to Council at the Information Meeting on June 24.

II - NEW BUSINESS

The Board decides at its first session in Atlantic City if it will add docket items received after May 28, 1969.

III - J. MORRIS JONES-WORLD BOOK ENCYCLOPEDIA-ALA GOALS AWARD FOR 1969 - Mr. Mohrhardt, Chairman, Jury for the Award

The Board reviewed the preliminary Report following the Jury's 1968 Spring Meeting. Action is called for upon the recommendation of PEBCO. FORMAL REPORT TO BE DISTRIBUTED.

IV - COUNCIL & MEMBERSHIP MEETINGS

A - Review of items for the Council-Executive Board Information Meeting - President McDonough

B - Review of agenda for the regular sessions of Council

EXHIBIT IV-B

The Board is required to express its endorsement, or

lack of endorsement, on all items coming before Council for ACTION ----- Mr. Clift

Council I - June 24, 10 A.M. - Mr. McNeal, presiding

1 - Approval of Council Minutes (1969 Midwinter Meeting)
There were no corrections submitted.

2 - President's Report - INFORMATION Report - President McDonough

3 - Membership Committee Report on Dues Revision - For ACTION - Mrs. Martin and Mr. Sessa. The Board at the Spring Meeting Voted to support before the Council the Dues Revision submitted on April 30 subject to further decisions that may be reached by the Membership Committee in Atlantic City. EXHIBIT IV-B3

4 - Publishing Board Report - FOR INFORMATION - Mr. Moore

5 - AASL-NEA Status - For ACTION - The Board at its 1969 Midwinter Meeting voted to support the report's recommendation that AASL seek associated organization status bearing in mind that financial commitments need annually to be submitted by AASL in the regular budgetary process. EXHIBIT IV-B5

6 - Intellectual Freedom Committee Report - For ACTION - Edwin Castagna EXHIBIT IV-B6

Edwin Castagna, chairman, has been invited to meet with the Board at 3:00 P.M., Monday, June 23

7 - Constitution and Bylaws Committee Report - For ACTION Alex Ladenson EXHIBIT IV-B7

The Board, at its 1969 Spring Meeting, endorsed the proposals for Council adoption, and suggested that the proposals on the membership dues revision particularly be presented seriatim in order to pass as many of the acceptable recommendations as possible without delay.

8 - Executive Director's Report - Mr. Clift - For INFORMATION

Council II - June 27, 9 A.M. - Mr. McDonough, presiding

9 - Appointment of the Council Nominating Committee - Mr. McDonough; Mr. McDonough may present this INFORMATION Report at the First Council Session.

10 - Treasurer's Report - For INFORMATION - Mr. McClarren

- 11 - National Manpower Programs Special Committee Report - Miss Gaver
Mary Gaver, chairman, will meet with the Board at 3 P.M. Thursday, June 26 unless this is made impossible by personal difficulties.
- 12 - Legislation Committee Report - For ACTION - Mrs. Leigh EXHIBITS IV-B12a
and IV-B12b
Mrs. Carma R. Leigh, chairman, will attend either the June 24 Board Meeting at 4:30 P.M. or the Thursday, June 26 Meeting at 4:00 P.M.
- 13 - Chapter Relationships Special Committee - Mr. Anderson
John Anderson, chairman, will attend the June 22 Board Meeting at 2 P.M.
- 14 - Organization Committee Report - For ACTION - Mr. Sheridan
Robert N. Sheridan, chairman, will attend the June 26 Board Meeting at 2 P.M.
- 15 - ALA Headquarters Space Needs Committee - For INFORMATION - Mr. Youngs
The chairman, Mr. Youngs, may wish to discuss the report with the Board.
- 16 - Awards Committee Report - For ACTION - Mr. Shaw
Spencer G. Shaw, chairman, will attend the June 26 Board meeting at 3:30 P.M.
- C - ALA MEMBERSHIP MEETING - President McDonough presiding EXHIBIT IV-C
The Membership Meeting has three scheduled items:
- A - Presentation of Distinguished Service Award of the President's Committee on Employment of the Handicapped to the Library of Congress
This will be presented to Quincy Mumford at the Membership Meeting by Harold Russell, chairman of the President's Committee.
- B - Constitution and Bylaws Committee Report - Mr. Ladenson EXHIBIT IV-B7
This is for purpose of ratification of Amendments in accordance with Constitution Articles XI and XII. The Membership Committee will stand ready to assist as resource persons in matters pertaining to the proposed ALA dues revision.

C - 1970 Midwinter Meeting Location - Robert K. Johnson

It has been requested, not by a Member, that the Membership consider the location of the 1970 Midwinter Meeting. Mr. Johnson, one of the members who supported the University of California Graduate Student's petition, has consented to present a written resolution to the end that the Membership give consideration to the Board's decision to meet in Chicago during the 1970 Midwinter Meeting. While this matter need not have been placed on the agenda at the request of a non-member, it is felt proper by the Deputy Executive Director to do so and permit an open discussion of the various issues at point.

V - COMMITTEES

A - Report of the Headquarters Space Needs Committee - Mr. Youngs

Mr. Youngs may wish to report beyond what will be included in IV-B15 above

B - Report of the Special Committee on the Office of Second Vice President - John T. Eastlick, chairman

EXHIBIT V-A

The Exhibit appears to be the response to the Board's request transmitted to the entire Committee on the Office of Second Vice President that it meet as a whole and present a written report at the Board's Annual Conference Meeting. Mr. Rogers indicated that he would be unable to attend an Atlantic City Meeting of the Committee.

Mr. Eastlick and Miss Whitenack have been invited to meet with the Board at 3 P.M., Tuesday, June 24.

C - Executive Committee of the Executive Board - Mr. Clift

At the Board's 1968 Fall Meeting it was VOTED temporarily to create an Executive Committee of the Executive Board, to consist of the President, President Elect, Treasurer, Executive Director, and the two senior council-elected members of the Board. The purpose of the Committee was to act for the Executive Board with such actions to be reviewed by the Board at its earliest regular meeting. *The Board directed that the usefulness of this Committee be reviewed by the Board at the Atlantic City Conference.*

Because the Board saw fit to rescind its action to abandon its regular Spring Meeting, a major factor in the creation of the Executive Committee, this group has not frequently been called upon.

It should be pointed out that at the 1969 Midwinter Meeting both the chairman of the Committee on Constitution and Bylaws

and the Parliamentarian argued the constitutionality of such a committee. *The Board may wish to call upon the Parliamentarian to discuss this point.*

D - ALA Centennial Anniversary Committee

The Executive Board at its 1968 Annual Conference extended the term of the Committee for one year (to June 1969). Mr. Sessa, Chairman of the Committee may wish to report to the Board at its June 24 Meeting at 4 P.M.

VI - INVITATION TO THE INTERNATIONAL FEDERATION OF LIBRARY ASSOCIATIONS to meet in the United States - Mr. Mohrhardt, ALA Voting Delegate to IFLA

Mr. Mohrhardt, at the 1969 Spring Meeting, felt that he would be in a position to make firm recommendations to the Board at the Atlantic City Meeting.

VII - CALIFORNIA LIBRARY ASSOCIATION - Faculty Status Action

EXHIBIT VII-A
VII-B
VII-C

During the Executive Board's Spring Meeting, the Board drew up a response to the California Library Association's request for endorsement of its proposed sanctions on State College Libraries which do not follow the ACRL Standards which recommend faculty status to librarians. In effect it was to point out that the Standards are to be used as guidelines and the Association is not at this time in a position to impose its standards on autonomous groups, that the Board hopes to look into this and better satisfy its members. The President agreed to transmit the Board's feelings to the California Library Association.

Exhibit VII-A is CLA's response; Exhibits VII-B and VII-C received by the Executive Director urging action are attached for the Board's consideration.

ACRL has had numerous such communications. It is expected that the Academic Status Committee of ACRL, which has given its meeting to the theme: "Who Speaks for the Academic Librarian", planned by a committee of California librarians of the ACRL, University Library Section, Academic Status Committee, will present recommendations for the Board's consideration. ACRL is giving consideration to the problem, and the Executive Secretary and the President have been asked to meet with the Board on Friday, June 27, at 2:30 P.M.

VIII - MIDWINTER REGISTRATION FEES - Mr. Gaertner

EXHIBIT VIII

The Exhibit is in response to the Board's directive during its 1968 Fall Meeting. *It is recommended that the Board continue the current registration fee.*

IX - LIBRARY TECHNOLOGY PROGRAM - Mr. Clift

The Executive Director will discuss the response from CLR to the Board's reactions to the Booz, Allen & Hamilton Study of LTP.

X - ACCEPTANCE OF FUNDS FROM COMMERCIAL ORGANIZATIONS AS AWARDS EXHIBIT X

The Board requested the report given in the Exhibit during its 1969 Midwinter Meeting when the initial May Hill Arbuthnot Lecture Proposal was submitted to the Board by CSD; this Lectureship was accepted by the Board at its 1969 Spring Meeting.

XI - ALA ARCHIVES - Mr. Youngs

A study was made in the Spring of 1968 of the need at ALA Headquarters for an archives service. The Executive Director informed the Board of the recommendations for staff acquisition but declined at that time to place these positions in the budget. EXHIBIT XI

This was also a concern of the Visiting Committee in October 1966.

XII - PROJECT PROPOSALS

A - Proposal for "Sharing Reading Experiences Through Discussion" - CSD EXHIBIT XII-A

Miss Fenwick, and the Executive Secretary of CSD have been invited to meet with the Board on June 22 at 3 P.M.

B - Draft Proposal to Hold a Seminar to Train Library Instructors in the Techniques of the Computerization of Bibliographic Data Handling EXHIBIT XII-B

XIII - HEADQUARTERS STAFFING - Mr. Trezza

A - Headquarters Tenure Policies EXHIBIT XIII-A-1
EXHIBIT XIII-A-2

At the 1968 Fall Meeting of the Executive Board staff was directed to present a consolidated policy on tenure based on the policy proposed by the Headquarters Personnel Committee at that time (Exhibit XV-A-1)

Exhibit is the Association's Executive Director's response to the Board's request.

B - Headquarters Holiday Policy EXHIBIT XIII-B

Board approval is requested.

C - Table of Authorized Positions

The following changes in the classification of existing positions and grades established for new positions have been made since the 1969 Spring Meeting:

<u>Position Title</u>	<u>Former Grade</u>	<u>New Grade</u>	<u>Incumbent</u>
Manager - Purchasing & Office Services	10	11	Carl Swanson
Manager - Personnel	10	11	Beverly Roberts
Manager - Production, Publishing	11	12	Vladimir Reichl
Manager - Production, Journals	11	10	Holly Campbell (effective 6/9/69)
Assistant Librarian	8	9	Celeste Lavelli
Secretary - Sales	3	4	Irene Bateman

XIV - INFORMATION REPORTS

A - Staff Rest Periods

EXHIBIT XIV

The Associate Executive Director, Administrative Services, recommended, and the Executive Director has concurred in the following: *That the Headquarters policy for Rest Periods be changed to read: Employees who work 5 or more hours a day may take a rest period or coffee break of 15 minutes in the morning and 15 minutes in the afternoon. Rest periods may not be combined either in the morning or afternoon. Employees who work three or more hours but less than five hours a day may take only one rest period per day.*

B - LAD Report on Library Employment of Minority Group Personnel

EXHIBIT XIV-B

C - LAD Salary Goals Subcommittee Report

EXHIBIT XIV-C

D - Accreditation fees and dues

EXHIBIT XIV-D

E - Authorization for Use of Publishing Revolving Fund

At its 1969 Midwinter Meeting, the ALA Publishing Board approved the amendment of the Executive Board's November 1960 policy, to read as follows:

The Publishing Revolving Fund may be drawn upon with the approval of the Associate Executive Director for

Publishing Services. When such funds are to be used as a subsidy for an author or any editorial endeavors, the Editorial Committee will be consulted by the Associate Executive Director. In the event they are to be used for other purposes, the Publishing Board will be consulted by the Associate Executive Director.

F - Exhibits Round Table Fund Solicitation

EXHIBIT XIV-F

G - Other Grants and Funds Received

The Executive Board, at its 1968 Kansas City Meeting adopted the following policy:

VOTED, That the Executive Director be empowered and authorized to approve programs and seek funds in amounts up to \$10,000 for support of programs in approved fields of activity; and That the Officers of ALA (President, First Vice President, Second Vice President, Treasurer, and Executive Director) be empowered to approve programs and seek funds in amounts from \$10,001 to \$25,000 for support of such programs in approved fields of activity.

In carrying out this action the following sums have been obtained by the Executive Director:

- 1 - \$15,000 - Library Technology Program Director's Discretionary Fund for the 15-month period April 1, 1969 - August 31, 1970
 - \$ 2,241 - Supplement to the \$19,000 previous allotment for the evaluation of the work of the Library Technology Program
- 2 - \$15,670 - LTP - Reprographic Study
- 3 - \$75,000 - Operating expenses of the Library Technology Program for the year ending August 31, 1969.

H - Stock transferred to ALA

In the letter of June 11 from Drexel Harriman Ripley ALA was notified of the transfer of 100 shares of American Electric Company stock to the name of ALA as a gift from William L. Breese (the stock is listed on the market at \$27.50 per share). Mr. Breese informed the brokerage that "he would like this gift applied toward the project of the AASL to develop Seminar Discussion Guides in World Affairs for use in schools".

MEMORANDUM

TO: The ALA Executive Board

FROM: The ALA Program Evaluation and Budget Committee,
Foster Mohrhardt, Chairman

DATE: May 6, 1969

RE: Recommendations for 1969/70

The Jury for the J. Morris Jones - World Book Encyclopedia - ALA Goals Award respectfully submits the following recommendations:

- 1) The Award for 1969/70 be given to the Southwestern Library Association and the ALA Committee on Chapter Relationships to carry out a Project to Establish Effective ALA-Chapter Relationships and to Coordinate Association Activities at the State, Regional, and National Levels. We approve of the funding at \$23,632 requested in the April 8, 1969 letter from Heartsill H. Young to LeRoy J. Gaertner.
- 2) That the ALA Junior Members Round Table be notified that the objectives of their request were highly regarded by the Jury, but that the proposed procedures should be restudied and re-developed.
- 3) The responsible unit of ALA study the results that have been obtained from prior J. Morris Jones Awards. Particular attention should be given to estimating the impact of these awards on furthering ALA goals.
- 4) That better and wider publicity be given to this program which is one of the largest and most significant award programs of ALA.
- 5) That each year a special effort be made to notify the Divisions of ALA that the funds are available for activities which they may have considered for budget items.

Foster E. Mohrhardt, Chairman

June 2, 1969

To: The A.L.A. Executive Board

From: L.J. Gaertner, Associate Executive Director for Fiscal Services

Subject: Midwinter Meeting Registration Fees

At its 1968 Fall Meeting, the Executive Board approved a new schedule of registration fees recommended by Staff for the Annual Conferences of the Association. At the time this action was discussed members of the Board raised the question as to whether the fees for the Midwinter Meeting should be revised.

In order to determine the number of persons attending the 1969 Midwinter Meeting with official responsibilities such as being an officer of a unit of ALA, a member of a committee or a member of Council, Staff was directed to survey the registrants by means of a questionnaire to be completed at the registration desk.

Each person attending Midwinter* was asked to answer six questions. The questions and the number of responses were as follows:

	<u>YES</u>	<u>NO</u>
Are you an officer or board member of ALA or of a division, section, subsection or round table?	338	1,082
Are you a member of an ALA committee or of a committee of a division, section, subsection or round table?	1,056	542
Are you a member of Council?	181	1,167
Are you attending without any official meeting responsibilities?	472	951
Is your employer paying at least a major portion of your travel expenses?	1,286	375
Are you combining this trip with other business for your employer?	439	1,071

It is recommended that the registration fee for the Midwinter Meeting not be raised at this time for the following reasons:

1. Two-thirds of those persons answering the questions did have an obligation to attend the Midwinter Meeting and were meeting a responsibility by attending.
2. The practice of having exhibits at the Midwinter Meeting has helped to defray the costs of the meeting.
3. Since the 1970 Midwinter Meeting is scheduled for Chicago, staff costs will be at a minimum.

*(approximately 1600)

CONSIDERATION OF ALA'S ROLE AND FUNCTIONS

The Executive Board at its spring meeting, April 30-May 2, 1969, devoted time to the discussion of ALA's role in relation to providing aid to individual librarians and in enforcing standards. The Board requested the Heads of Units Group at Headquarters, made up of heads of departments, heads of offices, and executive secretaries, to discuss the issue, and to report to the Board at the Atlantic City Conference. On receipt of the report which follows, the Executive Board decided to make it available to those present at the Atlantic City Conference as an aid in any deliberations held on the subject.

On Friday, June 13, 1969, the Heads of Units Group of the ALA Headquarters Staff met to discuss the question posed to it by the Executive Board:

Should ALA undertake to give dynamic aid to individual librarians on the job, or groups of librarians, relative to personnel welfare matters and enforcement of ALA standards?

In response, the Group presents the following:

1. The question must be viewed as a philosophic one, related to definition of the role of the Association as a whole. At present ALA is an educational association, concerned with gathering, creating, organizing, and disseminating information designed to improve the quality of service provided by libraries. Any new role adopted by the Association should continue to serve the ultimate goal of the development of effective library service, although the role might be characterized by different practices and sub-goals.
2. In re-defining ALA's role or recommending new activities for the Association, economic factors such as tax-exempt status, dues rates, and expenditure priorities must be considered, but should not be determining factors.
3. The members of the Heads of Units Group are agreed that no definitive answer to the question posed to them can be made without further study based on such points as the following:
 - a. "Dynamic aid" needs definition. ALA may now offer professional advice and information to individuals concerning personnel welfare. Is it to be inferred that other types of aid might include legal defense, support funds, and sanctions against institutions? Providing such aid may entail drastic changes in ALA's organization and status, the implications of which should be recognized.
 - b. "Standards" as used in the question needs clarification; as used here the term can be interpreted as total standards for library service, or as focussed on standards of personnel practice.
 - c. "Enforcement" needs definition since the term can be applied to actions ranging from accreditation of libraries and certification of library staff, (enforced only through the willingness of individuals and institutions to accept such accreditation and certification), to the publication of names of institutions violating standards, to the publication of names of individuals accepting jobs in such institutions.

- d. The composition of the ALA membership must be considered in relation to enforcement. Will ALA be able to accept as members people who are not certified by ALA for work in accredited libraries? Can ALA continue to have organization and personal members when the investigation of a problem situation may involve an institution and individuals on its staff whose interests are not identical?
 - e. The possibility of jeopardizing a major function of the present standards - to set goals for accomplishment - must be considered. The present standards are deliberately not always specific, limited, or quantitative, to permit flexibility and local adaptation, and to present future rather than immediate goals. The question of two sets of standards - one mandatory and one desirable - may have to be considered.
 - f. If expanded dynamic action proves to be desirable, the possible need for two associations, one educative and goal setting, one enforcing, may have to be considered.
 - g. The methods and effectiveness of the enforcement procedures of other organizations should be studied.
4. The members of HUG expressed the hope that consideration be given to making it possible for ALA to provide more information and advisory service to individuals concerning personnel welfare. Such assistance is now limited - members are not encouraged to request assistance, particularly before their problems become acute. Such assistance is limited by shortage of personnel and by a lack of funds for investigation of problems.

California Library Association

A NON-PROFIT CORPORATION

1741 Solano Avenue Berkeley, California 94707

DAVID W. BRUNTON, EXECUTIVE DIRECTOR

May 13, 1969

Mr. Roger McDonough
American Library Association
50 East Huron Street
Chicago, Illinois 60611

Dear Mr. McDonough:

As you may have guessed, the California Library Association got itself into a position of having threatened to impose sanctions before we had developed any sort of procedure for deciding to do so, and before we had any idea of exactly what we meant by sanctions.

The enclosed article by Dean Galloway will explain the background of the situation and why our Executive Board and Council agreed to go ahead and impose sanctions without a system of procedures.

The enclosed questionnaire was sent to all college librarians and is now being tabulated. A final count is not in, but it appears to me that CLA will have a safe majority to impose any or all of the sanctions suggested on the questionnaire. However, it is our hope and expectation that no sanctions will actually be applied on July 1st.

Our intention, of course, is to obtain academic status for our college librarians and not to shut down the state colleges. I believe at this point that any move in the right direction on the part of the Chancellor's office will result in CLA delaying sanctions for a definite period. Our threat of sanctions has finally resulted in the Chancellor's office calling another meeting of the Chancellor's Implementation Committee. This Committee will meet early in June and we expect some sort of favorable action.

I think that all we ever expected from ALA was a public statement of support and perhaps a statement of censure imposed on the state colleges after July 1st.

Sincerely,



David W. Brunton
Executive Director

cc: Phyllis Dalton
William Geller
Dean Galloway
Carlyle Parker

DWB/hw

California Library Association

A NON-PROFIT CORPORATION

1741 Solano Avenue • Berkeley, California 94707

May 13, 1969

To: All SCLD, CSC Librarians
From: J. Carlyle Parker, President, SCLD
Subject: SCLD Suggested Sanctions Ballot

Enclosed is a ballot for the ratification of the Suggested Sanctions of the State College Librarians Division of the California Library Association. Please vote on each sanction and return your completed ballot before May 15, 1969 to the California Library Association, 1741 Solano Avenue, Berkeley, California 94707. An addressed envelope is enclosed.

cc: Phyllis Dalton
William Geller
Dean Galloway
Carlyle Parker


David W. Brunton
Executive Director

DWB/jrw

SCLD SUGGESTED SANCTIONS

- | <u>Yes</u> | <u>No</u> | |
|--------------------------|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> | 1. CLA censure the California State Colleges for denying CSC librarians full faculty status as required by the "Standards for College Libraries" and as recommended by the CSC Academic Senate. |
| <input type="checkbox"/> | <input type="checkbox"/> | 2. CLA request that the American Library Association also censure the California State Colleges for denying CSC librarians full faculty status as required by the "Standards for College Libraries." |
| <input type="checkbox"/> | <input type="checkbox"/> | 3. CLA request the Western Association of Schools and Colleges to enforce the "Standards for College Libraries" by limiting or denying accreditation or reaccreditation of California State Colleges until full faculty status for librarians is implemented. |
| <input type="checkbox"/> | <input type="checkbox"/> | 4. CLA request ALA to urge the Western Association of Schools and Colleges to enforce the "Standards for College Libraries" by limiting or denying accreditation or reaccreditation of California State Colleges until full faculty status for librarians is implemented. |
| <input type="checkbox"/> | <input type="checkbox"/> | 5. CLA request AAUP to investigate the status and benefits of librarians in the California State Colleges. |
| <input type="checkbox"/> | <input type="checkbox"/> | 6. CLA inform the profession in general through notices to the library journals, library schools, placement centers, and when possible to candidates for positions in the California State Colleges that employment is not recommended in the California State Colleges until full faculty status is implemented as required by the "Standards for College Libraries" and as recommended by the Academic Senate of the California State Colleges. |
| <input type="checkbox"/> | <input type="checkbox"/> | 7. CLA urge CSC librarians to seek positions outside the California State College Libraries and to resign their positions in the CSC as soon as a suitable position has been found. |
| <input type="checkbox"/> | <input type="checkbox"/> | 8. CLA urge other California libraries to give preference to CSC librarians seeking to leave the CSC libraries. |
| <input type="checkbox"/> | <input type="checkbox"/> | 9. CLA refuse and/or revoke membership for librarians that accept employment in CSC libraries after sanctions are announced. |
| <input type="checkbox"/> | <input type="checkbox"/> | 10. CLA request that the American Library Association refuse and/or revoke membership for librarians that accept employment in CSC libraries after sanctions are announced. |
| <input type="checkbox"/> | <input type="checkbox"/> | 11. CLA request all professional organizations to honor and support the above actions in order to obtain full faculty status for CSC librarians. |

THE QUIET REVOLUTION

California State College (CSC) librarians are being forced by circumstances into the vanguard of the movement to improve the quality and status of the entire library profession. They didn't plan it that way, but each step that is taken to win faculty status and benefits opens new possibilities, new solutions, and new hopes. Where this movement will lead is uncertain; it is in uncharted territory. And it is a little frightening. As a result, the timid librarians would like to run back to the familiar and secure; the rash ones want to charge off in all directions. The wise and courageous librarians, however, should continue to follow their adopted plan until it is shown to be wrong. Imagined fears should not deter them, and lack of immediate success should not frustrate them.

In May of 1965, the Faculty Affairs Committee of the Academic Senate of the California State Colleges refused to consider a proposal for faculty status and benefits for librarians. The librarian leaders of the movement at the time were despondent over the possibility of ever getting the Senate to approve such an idea. Hopes for improved status were shattered because without the Senate approval CSC librarians would have to await the success of the movement in the rest of the country. That was the nadir of a movement that had proceeded with occasional near-successes for at least 15 years.

The reconvening of the Academic Senate in October 1965, with some new members and a new Faculty Affairs Committee offered an opportunity to try once more. The Chancellor's Office of the California State Colleges was presenting a plan for reclassification of academic-related classes, which included librarians, and a group of librarians asked to be present at the hearing before the committee. Through the help of some friendly Senators an invitation was received, and at that hearing fortunes changed for the better. The criticism of the plan of the Chancellor's Office was followed by a challenge from some hostile members of the committee. The librarians were told to bring in specific recommendations instead of just criticizing. Within four days specific recommendations were prepared. Two sets of alternatives were worked out in the language of Title 5 of the California Administrative Code, plus a lot of supporting data for the proposed changes.

Committees of correspondence had been established in each CSC library during the previous summer and within two weeks responses to the proposals from each library in the system were received. In early December 1965, the State College Librarians met at the CLA Conference where a strategy was planned. That strategy was based on the assumption that the librarians would organize, define their goals, and then attempt to have those goals endorsed by campus senates, faculty organizations, the statewide Academic Senate, the Presidents, the Chancellor, the Trustees, Coordinating Council, Department of Finance, Legislative Analyst, the Legislature, and the Governor. The plan called for librarians to attend meetings of all of those groups when library matters were considered, and, finally, it called for continuous communication through the leaders of the proposed State College Librarians Round Table (SCLRT) and the campus representatives. It was conceived as a massive program of persuasion for a single goal of equal opportunity and equal responsibility.

In January 1966, the Executive Committee of the CSC College Librarians; i.e. the head librarians, presented a survey of librarian's status on a number

of other campuses. It gave support [obliterated word] of the claims for faculty status and benefits. The Academic Senate was too busy with other matters during the remainder of the academic year to get seriously down to the concerns of librarians, but this gave the librarians time to organize and begin work on a position statement that could be accepted by all of the CSC librarians.

The first meeting of the State College Librarians Round Table at the CLA Conference in October 1966 was wild but exciting. The result was a "Position Statement on Academic Recognition" and a feeling of working together for a common goal. The College, University and Research Libraries Division of the California Library Association was stimulated to prepare a similar position paper which was approved eight months later. The CSC librarians went out and convinced Academic Senators that librarians had to have equal status and benefits, and by the May 1967 meeting of the Academic Senate victory was assured in the Academic Senate though it had to be delayed until the first meeting of the Senate in October, 1967. Five days later at the CLA Conference in Fresno, the SCLRT established a committee to work on implementation of the Academic Senate resolution.

In May 1968, the Implementation Committee of SCLRT completed its work with a report on how implementation was to be accomplished, and it set the date for implementation to be effective by July 1, 1969. The Chancellor's implementation committee did not meet until August 1968, and, though it was supposed to meet again in September, the next meeting was never called. The August meeting of the Chancellor's committee was singularly inconclusive because of the insistence of the Chancellor's representative on promoting a plan that is not acceptable to the librarians and not consistent with the resolution of the Academic Senate. By October when the CLA Conference was held, it was obvious that the Chancellor's Office was reluctant to call another meeting of the Implementation Committee. The CSC librarians came to the conference prepared to take some action to force the Chancellor's Office to implement faculty status and benefits for librarians.

Two resolutions were passed at that meeting that have profound implications for the library profession: 1) a resolution to apply sanctions against the CSC, and 2) the professional growth and development resolution.

The professional growth and development resolution was conceived as a temporary measure until faculty status with the 9 month year was implemented. It stated in effect that CSC librarians would meet their professional obligations by reducing their assigned work loads by as much as 10 hours per week in order to use the released time for professional growth and development activities. Review committees would be established to insure that the released time was actually used for those purposes.

The beauty of this concept is its generality. It can be applied in any library: public, special, school, or college. If the supervisors, who are also members of the library profession, approve the reduction in assigned hours there are no difficulties except that all of the work does not get done. The answer to this problem is that if the work doesn't get done then there must be too much work, and more librarians should be hired. Thus, less work should be attempted or the work should be allowed to stack up until more librarians are hired. In truth, the librarians have been accepting a workload that is excessive and it restricts their professional development. For the good of the individuals, the staff, and the profession it is time to stop the speed-up that has occurred in most libraries.

New responsibilities and new services have been accepted in the CSC libraries without additional staff. U.S. documents, California documents, and curriculum depositories have been accepted without additional staff to handle them. More and more teaching loads have been accepted without a proportional increase in staff. Many gifts that must be searched, cataloged, and processed have been accepted without additional staff. An even greater increase in the workload of CSC librarians resulted when the new budget formula increased the budget for materials and decreased the staffing. The librarians should end this kind of escalation and assert their professional rights to determine their own workload.

The increase in workload has occurred over a long period of time and it has occurred in all types of libraries. The librarians have accepted these increased workloads because they feel a professional obligation to provide more and better services. Their willingness to work harder and faster however, has only resulted in more production being expected of them.

CSC librarians responded to the increased workload by becoming more efficient, ridding themselves of clerical work, and working harder. Some of these responses were important and long-delayed improvements in their professional lives, but the speed-up and improved management was accomplished without any recognition of their achievements and at the cost of their professional development. Status was not improved and benefits were even less than had been promised, e.g. sabbatical leaves were denied to librarians after a few had been granted.

Librarians have been denied equal status and benefits because they do not have the educational qualifications and scholarly accomplishments. Yet it is the speed-up system that prevents them from keeping up with their professional reading, study, writing, etc. In order to break out of these factory-like conditions and obtain the needed educational and scholarly achievements, librarians must set standards of performance which permit released time for professional growth and development. It can be done merely by deciding to do it. No one could prevent it even if he wanted to do so.

The collective power of any group with a monopoly on a specialized and vital body of knowledge is awesome whether it is held by doctors, lawyers or bricklayers. They can assert any reasonable right and obtain any reasonable request merely by the implied threat of withholding their services. Librarians have been slow to recognize this fundamental fact of economic life, but there is a stirring now among the librarians everywhere. They are discovering what the profession of librarianship demands of them as scholars, and most librarians want to meet those demands.

The use of collective sanctions is a professional way to exercise that power. Doctors use it against hospitals that don't meet the standards of the profession. The National Education Association has used sanctions to improve schools and teaching conditions. CSC librarians can learn about sanctions from these other professionals, test the idea, and then teach the whole library profession.

The threat to the CSC libraries when sanctions are applied is the acceleration of the decline in quality of professional staff. The decline in quality

is already in progress as a result of present conditions of employment. The effect of sanctions will be to dramatize and accelerate the decline so that corrective measures will be taken.

The librarians who remain in the CSC after sanctions will, of course, be affected because no one wants to be part of an institution that is declining in quality. They must realize that their libraries were already moribund and that was the reason for sanctions. Hopefully the threat would be sufficient to bring about corrective action, but if necessary sanctions could be applied for years as AAUP has done with censured colleges and universities. The profession should be willing to sacrifice the loss of one of the largest library systems in order to shake off the inferior status and benefits that have characterized the library profession.

If the CSC librarians approve the sanctions that are proposed and if they are successful in gaining faculty status, they will have forged a tool for librarians everywhere. Their act will be emulated on every campus where librarians now submit to inferior status, and each victory will make the next one easier. Sanctions could become a tool of the profession to liberate even the public libraries.

So the decision that the CSC librarians are making now is crucial for the profession as well as their personal lives. Leadership is a fearful and dangerous role but it is the one that has come to the CSC librarians in 1969. They must either accept that leadership or surrender the movement to the plan of the Chancellor's Office which lumps librarians with the student affairs personnel and makes faculty status and benefits dependent upon acceptance in a department of the college.

Sanctions are particularly appropriate at this time because the California College and University Faculty Association has also issued a sanctions alert to the Trustees which is scheduled to go into effect in September 1969 if faculty salaries and benefits are not improved significantly. Their efforts will help the librarians because CCUFA has already taken a strong stand supporting faculty status and benefits for librarians.

There is nothing spectacular about the effect of sanctions; it is a war of attrition, but the personal risk is not great either. Sanctions threaten the institution without incurring the risks that are implicit in a strike, such as, loss of pay, loss of jobs, bitterness, and violence. The institution is the only casualty when it cannot retain and recruit qualified librarians. The librarians have the least to lose.

Some of the CSC librarians have acted as if they thought that their obligations to seek other positions under sanctions would require them to resign. Many librarians cannot leave the censured institutions for good reasons, and no bitterness will be felt toward those who stay. The sanctions only urge that those who are free to move should look for other positions, better ones if possible, and feel free to accept them on a moment's notice without any responsibility to the CSC. In effect, the sanctions declare to libraries all over the country that in the CSC libraries is a huge pool of qualified librarians waiting to be recruited. Any preference shown to these librarians would not be given out of pity, as someone has stated, but out of recognition that these librarians are willing to move in order to uphold a principle that is important for the whole profession.

Even if the librarians move to positions that have no better status and benefits than the CSC they will still be making the desired impact because CSC is being singled out for censure. Once the victory is gained in the CSC, other libraries may have sanctions applied against them until the whole profession has achieved the status and benefits that are needed for proper professional development.

Does this sound like a revolution? Well, maybe it is in its own quiet way. Someone described it as a mouse nibbling at the foot of an elephant, but even the mouse can frighten the elephant if he attacks the trunk instead of the foot. The application of collective sanctions is a professional way of achieving the goals of the profession.

R. Dean Galloway
Stanislaus State College Library
March 12, 1969

CALIFORNIA STATE COLLEGE, DOMINGUEZ HILLS

1000 East Victoria Street • Dominguez Hills, California 90247 • Area Code 213—Phone: 532-4300

May 28, 1969

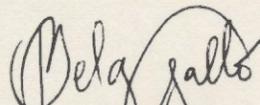
Mr. David H. Clift
Executive Director
American Library Association
50 East Huron Street
Chicago, Illinois 60611

Dear Mr. Clift:

I would like to ask that you use your influence, and the influence of your office, to impress upon the American Library Association the necessity of taking an unequivocal and principled stand for demanding faculty status for academic librarians as stated in the ACRL Standards.

It would be ironic if at the time when librarians of the California State College System, with full support of their faculty colleagues, finally collectively determine the conditions of their professional services, the American Library Association would appear to represent vested interests that traditionally fought against tenure rights, faculty salaries, academic recognition and benefits for librarians. Certainly, no organization deserves to survive if it disregards the just and reasoned aspirations of the people that it claims to represent and without whom the statistics, the brick and mortar, the collections, and yes - even the administrators - would be left wanting.

Very truly yours,



Bela Gallo
Acting College Librarian

BG:si



May 19, 1969

STANISLAUS STATE COLLEGE

800 Monte Vista Avenue, Turlock, California 95380

Telephone 209/634-9101

May 22, 1969

Mr. Roger M. McDonough
 President, ALA
 New Jersey State Library
 185 West State Street
 Trenton, New Jersey 08625

Dear Mr. McDonough:

Enclosed is a copy of a resolution prepared and signed by the ALA members of the Stanislaus State College Library staff. Please grant our request. Thank you.

Sincerely,

J. Carlyle Parker
 J. Carlyle Parker
 Head of Public Services and
 Assistant Librarian

JCP:ch
 Enclosure

cc: Dr. Kaser
 Dr. Horn
 Miss Ross
 Mr. Clift ✓
 Mr. Thomas

R. Dean Galloway
 J. Carlyle Parker
 Agnes J. Bennett
 Jo Bell
 Orlen Gabrielson

May 19, 1969



STANISLAUS STATE COLLEGE LIBRARY
RESOLUTION FOR ACADEMIC STATUS

- Whereas, academic preparation with a professional degree in librarianship and employment in an academic community merits academic status, and
- Whereas, the majority of the community colleges, small colleges, and many large colleges and universities grant academic status to librarians, and
- Whereas, the Association of College and Research Libraries, "Standards for College Libraries" recommends that libraries have full faculty status, and
- Whereas, the Academic Status of the California State Colleges, October 20, 1967, recommended that the libraries of the California State Colleges be granted academic status, and
- Whereas, the Chancellor of the California State Colleges has taken no action to implement the recommendations of the Academic Senate, and
- Whereas, the State College Librarians Division and the California Library Association have notified the Chancellor that sanctions will be invoked against the California State Colleges if academic status is not implemented by July 1, 1969, and
- Whereas, the California Library Association has requested the American Library Association Executive Board to support and endorse the State College Libraries Division "Resolution for Full Faculty Status", Be it therefore
- Resolved, that the librarians of the Stanislaus State College Library who are members of the American Library Association request that the American Library Association endorse and support the "Resolution for Full Faculty Status" of the State College Librarians Division of the California Library Association, and Be It Further
- Resolved, that the aforesaid librarians urge ALA to become more concerned about the status of all librarians and develop means of applying the collective power that the profession possesses, including censure, sanctions, accreditation of libraries, and certification of librarians.

Signed,

R. Dean Galloway
J. Carlyle Parker
Agnes L. Bennett
Jo Bell
Orlen Gabrielson

Centennial Celebration Committee---Report to Executive Board

It is the recommendation of the Centennial Celebration Committee that this preparatory committee be dissolved and that a new action committee be appointed in its place.

In the Fall of 1966 the President of the American Library Association, Mary V. Gaver, upon recommendation of the Executive Board, appointed an exploratory committee to consider ways and means of preparing for the celebration of the Association's 100th anniversary and sharing in the national bicentennial celebration of the American Revolution. As its staff liaison the committee was fortunate to have Mr. David Clift.

The committee held its first meeting at the San Francisco Conference in the Summer of 1967. From the outset the committee looked upon itself as an idea committee, that is, a committee that would generate a number of ideas and suggestions. These would be given to an action committee to be authorized subsequently by the Executive Board.

The two most productive meetings of the committee were the first one in San Francisco and the meeting with the group of past presidents of the Association held in Mr. Clift's suite at the Hotel Muehlebach in Kansas City in the Summer of 1968.

Even though the anniversary date was a decade away, the idea of having a celebration caught the imagination of members and friends of the Association. Quite a number of good suggestions were forwarded to the committee. These suggestions together with those generated by members of the committee and the past presidents are to be found in the appended list.

Most disappointing to the committee is the fact that the stringency of the Association's financial situation made it impossible to employ an archivist to put the archives in order so that a definitive history of the Association could be written and published in time for the meeting in 1976.

The list of suggestions follows:

COMMITTEE SUGGESTIONS
(by category)

General Suggestions

1. That the Post Office Department be asked to issue a Commemorative Stamp. This suggestion which came from several ALA members was approved by the Committee.

2. That the Association invite foreign dignitaries to the annual meeting and perhaps pay their way as guests of the Association
3. That invitations be issued to all national library associations to send representatives to the annual meeting
4. That a Centennial Publication Committee be established to
 - a. Stimulate the writing of articles for library publications
 - b. Stimulate the publication of articles for nonlibrary publications
 - c. Publish a written history of the Association over the past century
 - d. Publish the main addresses of the Annual Meeting
5. That a joint resolution of Congress recognizing the Centennial be secured
6. That there be a Presidential Proclamation recognizing the Centennial
7. That there be produced a movie about the Centennial. E. B. Films to be approached
8. That the President of the United States be invited to speak at a general session
9. The radio and educational television networks be encouraged to cover the Centennial Celebration and that they include spot announcements on radio and television
10. That National Library Week concentrate on the Centennial
11. That NBC be asked to make the book award for the century rather than the year
12. That there be published a list of 100 outstanding books from the last 100 years
13. That the Centennial Conference be a "true" ALA Conference: one devoted to major topics rather than a plethora of the usual committee meetings

Financing the Centennial

It was proposed that to raise funds for the Centennial there be a \$1.00 assessment for a period of one or two years.

Meetings

A general session each evening of the Annual Conference.
Very broad topics would be covered

One address (hopefully) by President of the
United States

An address by a distinguished scholar

Programs in the daytime by Divisions -- as often as
possibly by several Divisions working together --
again the topics would be about libraries in general

Publications (an enlargement of point 4)

There should be a Centennial Series:

A series of publications that would develop various
aspects of librarianship: Possible areas: International
Librarianship, Library Education, etc.

These publications could be issued over several years:
year before, year of the celebration, year after, for
example. University Presses should be involved.

Special publication for the meeting itself: A pictorial
history of ALA, for instance

The Divisions should develop special stories to be printed
in a Division Publication

An appeal should be made to libraries of the country to
make a search of their files for archival material that
would be of assistance to those who prepare the Centennial
history and division articles

It was also suggested that contact be made with the
ALA editorial committee on the preparation of the
Centennial history. Investigate what has been done:
who, if anyone, has done any writing in the field,
and who might be recommended.

SUGGESTIONS OF PAST PRESIDENTS

1. A special letterhead to use during the year containing
an emblem signifying the Centennial

2. Have a model library building - a national library or an international library. Start a drive to raise funds immediately so that the building will be large enough
3. A series of television shows -- David Suskind doing a series, perhaps. Programs on the Today Show, a daily period devoted to books and/or libraries
4. Hold the Midwinter Meeting in Washington and invite the members of Congress
5. Have a program in which all states and territories of this country participate - send the program from state to state to territory
6. Have a series of national institutes

Recognize in 1976 some of the people who are not librarians but who have made a major contribution to librarianship. Bring people from other countries for this purpose

7. On television or elsewhere initiate the "rerun of a series of plays or movies that were about libraries or librarians i.e. *Music Man*
8. Build up the Headquarters staff. Do not make this program a part of the load of the existing staff. Get enough money so that the Association can hire a special staff, perhaps even five years in advance of the Centennial
9. Try to uncover some original ALA Documents
10. Do a series on *Libraries that Changed My Life*, that is, a series of testimonials of the way libraries have changed lives (Example: Harry Truman)
11. In a single volume publish a history of prominent American librarians
12. Do something in conjunction with the Association's chapters. Involve ALA's responsibility to its chapters and the chapters' responsibility to ALA
13. Do an oral history of the Association
14. Involve actively Canadian and Latin American librarians in the celebration

15. Libraries of all types should be organized to make a deep bow to ALA on their local front. Each one should have a month-long display featuring ALA. Also, if possible, little lapel buttons should be worn by every person in every library of the country for perhaps a month. This kind of thing generates pride in the wearers and it arouses a wholesome curiosity in patrons

16. Organize something similar to our ALA regional meetings of some years ago; they must have a new twist - something other than a geographical grouping or type of library assembly. This will require some imaginative thinking but it could be very important

John F. Anderson
Grace T. Stevenson
Frederick H. Wagman
F. William Summers
June E. Bayless
Sara I. Fenwick
David H. Clift
Frank B. Sessa, Chairman

RESOLUTION

TO

THE NATIONAL ADVISORY COMMISSION ON LIBRARIES

RESOLVED, That the Executive Board of the American Library Association extend the appreciation of the Association and all friends of libraries to the Members of the National Advisory Commission on Libraries.

We salute the Report of the Commission, which was submitted to the President of the United States on October 3, 1968, as sound and constructive, and worthy of the attention and efforts of all who hope to make libraries an important asset in our national program. At the same time, we offer our congratulations on a task well done.

The Commission worked intelligently and conscientiously on the difficult library problems with which it was charged by the President. It has produced a thoughtful and useful Report, with recommendations which we hope can be implemented and will lead to the development and improvement of all kinds of libraries and librarianship in the United States.

We recognize particularly the leadership of Dr. Douglas M. Knight, chairman of the Commission, and Dr. Frederick H. Burkhardt, vice-chairman of the Commission. We - and the country - are grateful to all Members of the Commission.

William S. Dix, President
American Library Association

ALA COMMITTEE ON ORGANIZATION

Report to the Executive Board

Atlantic City
1969

1. The Committee on Organization respectfully requests that the Executive Board discuss proposed new committees with the Chairman of the Committee on Organization before establishing committees in order to insure proper placement within the Association and correct terminology to eliminate confusion. Recent examples arising from action without consultation are: Ad Hoc Committee on Manpower Programs (?) or Problems (?) and Ad Hoc Committee on Opportunities for Negro Students in the Library Profession, which would have been more appropriately placed in LED or LAD to function in cooperation with the ALA Recruitment Office. Another recent example is the Ad Hoc Joint Committee of ALA, American Booksellers Association and Antiquarian Booksellers Association of America, which from its statement of function is actually a standing committee.
2. The Committee on Organization does not recommend the establishment of a standing ALA Committee on Library Manpower Problems or an extension of the life of the present committee. It is the opinion of the Committee on Organization that these responsibilities lie more appropriately with LED and LAD as the divisions concerned, and that the Executive Board should encourage those divisions to expand their activities in the area of manpower.

[The Committee on Organization recognizes that the present committee term will expire in July 1969 and cannot support the recommendation in the committee report of April 1968 that recommended the establishment of a standing committee to deal with these problems.]

3. The Committee on Organization decided to take no action to extend the life of the Ad Hoc Committee on Opportunities for Negro Students in the Library Profession, and will allow that committee to expire at the end of its present term, July 1969. The Committee on Organization, however, wishes me to point out that this committee, in their opinion, has always been misplaced in the ALA structure. Its function as stated would seem to indicate that it should have been made a divisional committee or a committee to function in cooperation with the ALA Recruitment Office rather than a committee of the Council.

June 26, 1969



American Library Association

MEMORANDUM

To: David H. Clift

Date: June 2, 1969

From: Judith F. Krug, Awards Committee Staff Liaison

Re: Acceptance of funds from commercial organizations as awards

As a result of the Executive Board's Midwinter discussion in relation to the May Hill Arbuthnot Honor Lecture proposal, you asked me to think about the propriety of accepting funds from commercial organizations for use as awards. Although not explicitly stated, a problem was also implied in the use of a firm's name for the title of a particular award.

To place my comments on these matters in the proper perspective, I would like to quote the first two paragraphs of the ALA AWARDS MANUAL.

Each year the American Library Association seeks to honor, through its national awards program, those who have rendered distinguished service to libraries and librarianship.

Such recognition is made for individual achievement of a high order in some area of librarianship, for effective participation in library affairs, and for writings and illustrations which enrich our collections. In addition, recognition and assistance are given to individuals and groups selected to conduct special studies, and scholarships are awarded to promising candidates seeking to enter the profession or for advanced study. The winners of ALA awards for individual achievement constitute a Hall of Fame for librarianship, and the juries and committees making the selections are charged with the responsibility of maintaining the high standards established by their predecessors in selecting individuals who have furthered to a notable degree the purposes for which libraries were created.

When proposals for new awards are considered by the Awards Committee, these criteria are the prime concern. Whether or not a new award will adhere to them is determined by a thorough study of the proposal, especially the section entitled "terms." This section should provide information about the person(s) or group(s) eligible to receive the award, the purpose(s) for which the award is to be given, and the criteria to be followed in selecting a recipient. If the "terms" support the general theory of the ALA Awards program, their implementation is then analyzed.

June 2, 1969

If, however, the "terms" do not support the theory, two questions are generally asked simultaneously. First, is the award such that, with changes in the criteria, it would be suitable -- and desirable? Secondly, is there any indication that the award has been offered in order to exploit ALA's name for commercial benefit? The latter question may be answered by examining the focus of the proposal. Does the award attempt to build up an aspect of librarianship that has less importance in the overall picture, but is one in which the donor has a monetary interest? If so, the award proposal is rejected on two counts.

The donor, himself, can also provide evidence on possible exploitation. Is his firm well-known? What will he stand to gain by having his name associated with ALA? As a general rule, the chairman provides information on the donor from which the committee attempts to answer the question of commercial exploitation.

It must be recognized that some degree of subjectivity enters each step of the above process. For the committee, the promotion and fulfillment of the goals and aims of the awards program is of prime importance. If, therefore, a potential award fills a vacuum in the program, it may be accepted in spite of the fact that the donor may benefit commercially. In other words, the total functioning of the program is more important than any benefits that may -- or may not -- accrue to a donor of one part of it.

Cognizance of the possibility of having the awards program used for commercial gain led the committee to explore means to minimize this possibility. At one point, the suggestion of not using any firm's name in an award title was explored. It was rejected, in the first place, as necessitating a change in name of some of the most important and longest established ALA awards. More importantly, however, the committee did not see anything wrong with a firm gaining some publicity through its donation of money to ALA. It is true that donors are listed in all awards publicity, but I don't think that this mention, buried in the more important criteria, is going to be enough to attract thousand dollar and more sums. There are many good causes available, and for tax purposes, one can write off any and all. In competing with these other causes, we have to provide "something more" -- that being ALA's good name.

Furthermore, it seems to me that ALA's name is exploited, to some degree, each time the Association relies on "outside" funds. But would ALA have a "name" to exploit if it were not for these outside funds? After all, they have played -- and are playing -- some part in building and maintaining the Association.

At the same time, one can be realistic without selling his soul to the devil. The line between the two, sometimes fine, always provides for subjectivity. In the end, one must rely on the collective good judgment of the committee. There could be an attempt to establish rules, but it does not seem as if hard and fast ones will work, and flexible ones will only worsen the current situation. Care is taken in placing persons on the Awards Committee. Since this is so, it seems logical to allow them to carry out the designated functions. Checks are provided, since the committee reports both to the Executive Board and Council.



American Library Association

MEMORANDUM

To: David H. Clift

Date: June 2, 1969

From: Judith F. Krug, Awards Committee Staff Liaison

Re: Acceptance of funds from commercial organizations as awards

As a result of the Executive Board's Midwinter discussion in relation to the May Hill Arbuthnot Honor Lecture proposal, you asked me to think about the propriety of accepting funds from commercial organizations for use as awards. Although not explicitly stated, a problem was also implied in the use of a firm's name for the title of a particular award.

To place my comments on these matters in the proper perspective, I would like to quote the first two paragraphs of the ALA AWARDS MANUAL.

Each year the American Library Association seeks to honor, through its national awards program, those who have rendered distinguished service to libraries and librarianship.

Such recognition is made for individual achievement of a high order in some area of librarianship, for effective participation in library affairs, and for writings and illustrations which enrich our collections. In addition, recognition and assistance are given to individuals and groups selected to conduct special studies, and scholarships are awarded to promising candidates seeking to enter the profession or for advanced study. The winners of ALA awards for individual achievement constitute a Hall of Fame for librarianship, and the juries and committees making the selections are charged with the responsibility of maintaining the high standards established by their predecessors in selecting individuals who have furthered to a notable degree the purposes for which libraries were created.

When proposals for new awards are considered by the Awards Committee, these criteria are the prime concern. Whether or not a new award will adhere to them is determined by a thorough study of the proposal, especially the section entitled "terms." This section should provide information about the person(s) or group(s) eligible to receive the award, the purpose(s) for which the award is to be given, and the criteria to be followed in selecting a recipient. If the "terms" support the general theory of the ALA Awards program, their implementation is then analyzed.

June 2, 1969

If, however, the "terms" do not support the theory, two questions are generally asked simultaneously. First, is the award such that, with changes in the criteria, it would be suitable -- and desirable? Secondly, is there any indication that the award has been offered in order to exploit ALA's name for commercial benefit? The latter question may be answered by examining the focus of the proposal. Does the award attempt to build up an aspect of librarianship that has less importance in the overall picture, but is one in which the donor has a monetary interest? If so, the award proposal is rejected on two counts.

The donor, himself, can also provide evidence on possible exploitation. Is his firm well-known? What will he stand to gain by having his name associated with ALA? As a general rule, the chairman provides information on the donor from which the committee attempts to answer the question of commercial exploitation.

It must be recognized that some degree of subjectivity enters each step of the above process. For the committee, the promotion and fulfillment of the goals and aims of the awards program is of prime importance. If, therefore, a potential award fills a vacuum in the program, it may be accepted in spite of the fact that the donor may benefit commercially. In other words, the total functioning of the program is more important than any benefits that may -- or may not -- accrue to a donor of one part of it.

Cognizance of the possibility of having the awards program used for commercial gain led the committee to explore means to minimize this possibility. At one point, the suggestion of not using any firm's name in an award title was explored. It was rejected, in the first place, as necessitating a change in name of some of the most important and longest established ALA awards. More importantly, however, the committee did not see anything wrong with a firm gaining some publicity through its donation of money to ALA. It is true that donors are listed in all awards publicity, but I don't think that this mention, buried in the more important criteria, is going to be enough to attract thousand dollar and more sums. There are many good causes available, and for tax purposes, one can write off any and all. In competing with these other causes, we have to provide "something more"-- that being ALA's good name.

Furthermore, it seems to me that ALA's name is exploited, to some degree, each time the Association relies on "outside" funds. But would ALA have a "name" to exploit if it were not for these outside funds? After all, they have played -- and are playing -- some part in building and maintaining the Association.

At the same time, one can be realistic without selling his soul to the devil. The line between the two, sometimes fine, always provides for subjectivity. In the end, one must rely on the collective good judgment of the committee. There could be an attempt to establish rules, but it does not seem as if hard and fast ones will work, and flexible ones will only worsen the current situation. Care is taken in placing persons on the Awards Committee. Since this is so, it seems logical to allow them to carry out the designated functions. Checks are provided, since the committee reports both to the Executive Board and Council.

Personally, I think the likelihood of ALA being commercially exploited through the awards program is small. Most of the reasons for which awards are usually given are already covered in the program, and the AWARDS MANUAL states that there is to be no overlap between new awards and existing ones. In addition, the committee is quite cognizant of the fact that as the number of awards grow, their individual importance is less. It is, therefore, in the best interests of the program to limit the number of awards. Finally, the AWARDS MANUAL states that "proposals for awards intended to exploit an individual or advertise a firm should be rejected."

In summary then, when a new award is proposed to the Awards Committee, it first looks at the criteria on which the award is to be based. If these adhere to and enhance the criteria established for the total ALA awards program, there is no question about the sponsorship of the award or of the use of the company's name in the title. The question of commercial exploitation arises only in those instances where the award would seem to make "a mountain out of a mole hill," or where the potential donor is totally, or relatively, unknown at the national level.

In the end, acceptance or rejection of a new award from a commercial donor is somewhat subjective. But ALA is a membership organization, and, as such, a certain amount of autonomy is inherent in the work of every committee.

JFK/bjs