THIRD SESSION

Friday, December 30, 1921—10 AM

The meeting was called to order by the President at 10 a.m., in the Crystal Room, Hotel Sherman.

THE PRESIDENT: Ladies and gentlemen, when we adjourned our forenoon session yesterday, after discussion the resolution regarding library revenues was referred to the Committee for reconsideration. Mr. Ranck will now present the report of the Committee.

LIBRARY REVENUES

MR. RANCK: Mr. President and members of the Council, the Committee took into consideration the various matters that were brought out in the discussion and have modified the resolution somewhat in the light of that discussion. It has been somewhat difficult, if not impossible, to present a resolution that will harmonize conflicting opinions and very divergent opinions. I wish to read the resolution as we have redrafted it.

(Mr. Ranck then read the resolution as redrafted, as follows:
MR. RANCK: That, Mr. Chairman, is the redraft of
the resolution.

THE PRESIDENT: There is only one copy, which Mr.
Ranck has, so we can't give it to you in print. Are
you prepared to vote on this report as redrafted by the
Committee? Mr. Ranck moves its adoption. Is the
motion seconded?

(The motion was seconded by Dr. Raney.)

THE PRESIDENT: All in favor of the redrafted report
as submitted by the Committee will say Aye. It is a vote.

(Motion carried.)

MR. DUDGEON: Does this carry with it the recommenda-
tion that this Committee be continued?

THE PRESIDENT: Yes, I so understand that. The topic
set apart for this morning is the subject of certification,
We expected that Dr. Williamson, who prepared the report
which was distributed at the annual meeting at Swamscott,
would be present to discuss the report. Unfortunately
Dr. Williamson found it impossible to get away from the
new work in which he is engaged in order to be here,
although he sends his sincere regrets because it is impos-
sible for him to be here. Miss Bogle and Mr. Milam are
distributing copies of the recommendations which are
submitted by the Committee on National Certification
and Training. Miss Robinson is a member of that Committee and will perhaps be willing to open the discussion for us. (Miss Robinson was not present.) Another member of the Committee is Mr. Windsor. Mr. Windsor does not agree with the report in some respects, but we will ask him to speak to the report.

MR. P. L. WINDSOR: Mr. President and members of the Council, I am only too glad to present this resolution, on behalf of the Committee, for Dr. Williamson, who, I am very sorry, cannot be present. I might say I was not a member of the Committee last year when this scheme was worked up. I told Dr. Williamson all through that I did not believe in any national scheme of certification whatever, and it was only at his urgent request that I consented to accept an appointment on the committee this year. I believe he told me he wanted someone on the Committee who positively disagreed with him. So while I cannot support any scheme of national certification, nevertheless, as a member of the Committee and a good friend of Dr. Williamson, I should like to present this resolution in his behalf and in the Committee's behalf. If any national scheme of certification does meet with the approval of the A. L. A. I think the scheme Dr. Williamson and his Committee worked out last year is
the best that anybody at the present stage of the game could work out.

As against the scheme itself I have no objection whatever. It is the national aspect of the thing that I don't like, and I base that simply upon my general dislike of having local educational affairs supervised from Washington, Chicago or New York or any other one place in this broad country. The country is too big for that.

In educational affairs in general I like to see each state vote alone. The resolutions, which you have in your hands, are the following:

(Mr. Windsor then read the resolutions.)

That recommendation comes with the approval of the Committee of the A. L. A., and on behalf of the Committee and in order to bring it properly before the Council I move that the resolutions or the recommendations be adopted.

THE PRESIDENT: Is that motion seconded so that we may have it before us formally?

(The motion was seconded.)

THE PRESIDENT: The motion is seconded. Discussion on the other side was to have been opened by Mr. Paul M. Paine, of the Syracuse Public Library. Mr. Paine was not able to come, but Dr. Shearer, of the Grosvenor Library, Buffalo, will speak in his behalf.
DR. AUGUSTUS H. SHEARER: I had seen Dr. Paine several times since June; when he found that he was unable to come he asked me if I should be here, to read his letter with the possibility of some things that he has mentioned, if there was explanation desired, I might be able to give that explanation. He says:

"The importance of this subject is now understood pretty generally by members of the American Library Association and by members of progressive state associations throughout the country. Certification in one form or another has been before the New York Library Association for discussion for several years, and at the 1920 meeting at Lake Placid, the Association adopted definite recommendations to the Board of Regents of the State. As a result of this the Lockwood law, so-called, is now in effect, providing among other things, for the establishment of standards of library service in New York state, and these standards, when adopted, will be compulsory in some, though not all of the libraries of the state, since the law provides that no support can be had from taxation unless the standards for library service adopted by the Regents are lived up to."

And these standards are now in force in the
state library at Albany, but they have not been presented and will not be presented to the Regents for adoption until some months, as I understand. Dr. Paine says that not all libraries will be affected, because it is not drawn nor was it meant to include all of those which are supported by public tax, but there are a few libraries which I understand were created by special law which will not be affected.

(Dr. Shearer continued reading the letter from Dr. Paine, which is hereto attached.)

DR. SHEARER: National certification and state certification should go together. As the A. L. A. Committee said in its report last June, it would be futile for each of the 48 states to make its own examination and lists of the library schools of the country and subject these schools to the separate scrutiny of the 48 states. There will be difficulties, no doubt, in applying the national standards to states where certification is already in force or underway, but this is the time to provide for these difficulties in advance and guard against the confusion which exists already in so many departments, because of the conflict of the standards of the separate states and the lack of uniform standards established under national auspices. I cannot emphasize too strongly the
importance of the national plan of certification as a model plan of the different states, and I hope in New York State the plan for certification will not be presented to the Regents without careful consideration and conference with the American Library Association Committee. I find that others beside myself have been confused by a certain wording of the plan outlined by the American Library Association wording at the Swampscott conference—"Now that it is clear that education and experience are alternative for the different grades"—if that is clear to everyone, but that was the gist of what he got from Dr. Williamson.

THE PRESIDENT: You will observe the report of the Committee is careful not to involve an approval of the part of the plan that was suggested by the Committee, but commits the Association, in principle, to the general plan and purpose of voluntary certification. The question is now open for general discussion.

MISS DOWNEY: As long as the system is voluntary I wonder what Mr. Windsor's objection to the national certification is, and as long as the states could have their own certification plans besides, I think they ought not to be limited to that particular plan of certification.

THE PRESIDENT: Mr. Windsor, will you reply to that?

MR. WINDSOR: It is rather difficult to make a full
reply to an inquiry of that sort. A voluntary national scheme of certification, if it works, will have to affect the great mass of library workers over the country; I mean if it is to be accomplished. Under present conditions it would meet, in competition with a certification scheme, the legal certification scheme in New York State, in Wisconsin and in California, and a number of other states have schemes that were introduced, and next winter other states will pass certification laws. Then we will be in a situation in those states of having a compulsory legal certification scheme and in other states a voluntary scheme, a different standard, presumably, that will not tend to simplify matters in the least.

My principal objection to the scheme is not in its voluntary aspect, but in its national aspect. The voluntary scheme, if it is not good, will do much damage. If it is good and many people come in under it, it will be good. I think Miss [name redacted] from Iowa, if she is here, can tell us how many librarians came in under the scheme worked out by the Iowa Library Association. I think, after one or two years, after it had been announced, only one or two volunteered to come under the voluntary scheme. I have the feeling that the voluntary scheme is not likely to go to the trouble, if there is any trouble. That is my
objection to the voluntary scheme, at least for the lower grades—the people will not bother with it. My other objection is to the national scheme. Any national scheme, whether voluntary or not, I prefer not to have adopted, because I don't like to see our library affairs supervised in any way by a national body. The states are, most of them, large enough to conduct such matters themselves, and it is better for the states to conduct them themselves.

DR. SHEARER: The question, of course, is rather prominent in New York State at the present time. Our feeling is—I am speaking not for New York State by any means, but for some in New York State that if certification is to come, and it seems as though it is to come, that the scheme proposed by the American Library Association Committee is better in some respects than any other scheme that has been proposed hitherto because of its flexibility. As Dr. Paine has pointed out in his paper, it does not close the doors to those who have not certain evidences of preparation. It does not close the doors.

The only thing that has come up, to my mind, in addition, is this—and I had spoken with Dr. Williamson and written to him about it and it came up at the New York State meeting in September. Here is a scheme which provides for different grades of certification. For most
professions there is only one grade. A man having been admitted to practice medicine, practices medicine, or in dentistry or law, practices dentistry or law. The people as a whole sort him or her out and pick out the good ones without any further certification, and a man can perform the same operations or pull the same teeth as any other man who has the same certificate. On the other hand we have here proposed several different grades.

Of course it is true that the teachers have different grades of certificates, but to a certain extent the teachers' certificates are based not entirely in differences in preparation, but to a certain extent—I will qualify it—to differences in length of service, so that as it happens, even in New York state, a teacher-librarian who has had the minimum preparation can, at the end of ten years, according to the new proposals—nobody has, of course, reached that point yet, reached the highest certificate. Here we have, however, proposed to place three grades of certificates, that is counting out the lowest and requiring preparation by this scheme, the flexibility of which is very acceptable; those with the minimum formal preparation can eventually reach the highest grade.

This is the point that I had in mind: whether it might not be reasonable, if this resolution is adopted and
the A. L. A. Committee, or whoever takes the matter up to prepare plans at first only for the lowest grade certificate, and then, after an interval, to prepare the plans for the next grade, and then after an interval for the highest grade. With this in mind, of course, in the first place, it would reduce the machinery of initiating the plan, and consequently it would reduce the cost, but with this also in mind, more particularly, that if we should establish a lowest grade of certification, that is a certificate to which reasonably we might assume that all persons now engaged in the library profession could attain to, then there would not be at the beginning any distinction between people in the library profession and it would be a mark of distinction to any library to find that its staff was 100 percent certificated. If, at the end of five years, a second grade should be provided for, it would be possible in that five years, I think, for everyone who had that preliminary, that first certificate, to have attained to the qualifications and requirements so that they could reach the second certificate. At the end of another five years it would not be possible, I think, for everyone to reach the highest certificate, but in the medium sized libraries, excluding perhaps the smallest in the smallest places, in the course of five years everyone
could attain to that second grade certificate. By that time also the machinery would have been adapted and possibly the finances would be forthcoming. Dr. Williamson said that he was afraid that if it was postponed five years, and then five years more, the matter would lose in interest, and that may be possibly true. So, as an alternative, it might be possible to put the time off for two years, which would allow for the same advantages, except those who are just entering into library work and getting their first certificate would not be able to fulfill the five years requirement in order to get their second certificate at the end of the time for the establishment of the second certificate, if it was only put two years hence. But is there not a possibility of a readier acceptance by even those who have been opposed to certification and by those who are opposed to certain features of certification is there not the possibility of a readier acceptance, if only the lower grade were put into effect at the present time, and then everyone from the last entering the library to the librarian, or the other way, from the librarian in charge down everyone could secure that certificate, or on the other hand the library could be condemned in the eyes of its neighbors for having those who had not met the minimum, and then might not it be possible—I think Dr. Williamson was
afraid it might be possible, and I don't want to wreck any scheme by the possibility— but might not it be possible that at the end of five years that we should agree that it was not necessary to have more than one grade of certificate, that having established a minimum standard, as the other provisions do, the librarians in charge and the librarians outside who are seeking or to whom candidates have applied, could pick out, without the necessity of a second and a third grade certificate— could pick out for promotion or for appointment those who already have been admitted to the sacred precincts of the profession by having secured the certificate of the minimum grade.

MR. WATSON: In view of what has been said in regard to the New York system, in order to avoid any misapprehension, I think a few words may be in place here. So far as the plan there is concerned, everything is absolutely tentative, beyond this one thing; that the law gives the Regents power to provide standards of service, anything as to the qualifications or any provision as to the application of the plan is absolutely tentative and will be tentative until action has been taken by the Regents. It is our hope, in any plan which may be evolved, to make provision for advancement from the lower grades to the upper grades, and the plan as outlined at the present time
does make some such provision. The objection which has been raised to the plan, as I understand it, is not that provision has not been made, but that the examinations by which advances may be made from the lower grades to the upper grades is the basis of objection. In other words the plan which we have outlined requires people who have not had a certain amount of technical training and experience, to take examinations to reach the higher grades; but it in nowise deprives anyone, whether they have had any training or not, from that advancement. Advancement is based upon three different things: Upon experience, upon technical training or on a lack of technical training, upon examination. Those would be the three things we would take into consideration.

While of course the New York plan is not under consideration here and is merely tentative, it seems to me it should be understood that we are not endeavoring by any means to adopt a plan which would shut out people from advancement because of the fact they have not had technical training.

MR. HENRY O. SEVERANCE: There are two things about this that I do not understand very well. One is, suppose all the librarians of the country should come to this Committee, which is doing gratuitous service, and ask
examinations and ask for certificates, how in the world could they do it with the time that they have? Another thing is, what effect is it going to have upon the librarians and the trustees in my town, for instance? They do not have to get a certificate and the trustees in my town do not have to take one who has a certificate in order to provide the taxes necessary to pay that person. It seems to me that the thing that we could do, as an A. L. A. Committee, is to establish some standards. Say the standard that is required for a first grade certificate, one for the second, one for the third; there is no reason why, in the different states like New York, Wisconsin or Missouri—there is no reason why all those grades could not be established and that they could come from one grade to another, as in the teaching profession.

It seems to me the important thing for us to do is to help establish standards which can be made into law in the different states providing for the certification of librarians in those several states with those standards. It seems to me that is the way and the only way, that we will ever establish standards and get the trustees to take librarians who have certificates. If we require, the same as the teachers do, that a librarian in this town, for instance, must have a certificate before the trustees
of that library can draw the public money to pay them, why then we will begin immediately to raise the standard of librarianship in the state, and it seems to me this is the method.

MR. DUDGEON: I most heartily endorse what Mr. Severance has said. I think we will all agree that a voluntary system is ideal, possibly, if it would operate, but I can't visualize it as operating in a little town where the president of the board of trustees wants to put in a family relative as the head of the library. It simply would not function at all. It is to reach that kind of a condition, to prevent favoritism, to prevent making pension institutions of our libraries in the small towns—it seems to me it is that group that we are trying to benefit.

I agree with Mr. Windsor, that the state is the logical unit for educational work. I think, in the second place, that we all know that no professional group has ever established effective standards which are followed in operation otherwise than by very definite, rigid and drastic state laws which forbid a fake, example, to practice medicine, which forbid a man of low professional standards or low morals, to practice law. These
ideals we create as to what a librarian ought to be are very good, but the trustees of the library don't care what we think about it; if they want to put a local person in as librarian, they don't care what the librarian of New York State or the librarian at Madison or anybody else think about it, they would do as they please about it, even if we adopted resolutions until we were black in the face.

I think the only thing that this Association can do to be effective is to perform functions that it has performed in other lines by the Commission for Uniform Legislation. It has had a tremendous effect on legislation along certain lines. Certain standards must be incorporated in every law, but those standards will never become effective or useful until they are put into legislation in the states. While we are just beginning, while just a few states have started this legislation, is the time when we ought to influence the kind and character of legislation, and I think the function of the Association, the library profession as a whole must be directed along the lines of a Commission for Uniform Legislation that will provide operating and functioning standards in the different states.

MISS DOWNEY: I think the nearest to this fight that I
have ever seen in any library meeting, was in an association between two men, a trustee, and the other one opposed to him—one for and one against certification. Neither of them could have passed an examination for even a half an hours recognized work in any library. I think no one in the whole association would object to seeing some practical method developed for librarians. I think it will require some years to develop a practical, working thing. Mr. Windsor's and Mr. Dudgeon's suggestions on state legislation, of course, seem the most practical way of doing it. It seems easy enough to get legislation, especially in the newer states. We have it in several states, especially for county librarians. It is easy enough to get a law, but the hardest thing is to get it to work. We have certification in our Utah bill. It has not been put into operation. It would be impossible to do it. In the newer states to get a bill at all means simply fighting, not so much among the smaller librarians, but the larger librarians of the state, to get something which is a practical, working thing, which does not touch their own positions. There is the difficulty.

Another problem is, when you get the certification who is going to give the examinations? The people who are technically trained and know something about library
work rather resent having an official board, especially with one or two on it who know nothing about library work at all, simply because they are in political positions, in many cases, whether it is the state or city librarians. This is discussed in some of the states where we have to go before them, where the persons on the examining board could not possibly pass examinations today, technical, practical work in any part of the library for half an hour. That is a very serious objection. And of course we have the other extreme, which is the narrow technician on the examining board. If we could have a happy medium between the two, have something that is fair to everybody, it should just be as fair to the small librarians to the state as it is to the large city or large library. Any It does not often occur in a small city to have an incompetent person put in charge of the library than it does in the larger cities. All these things are practical, workable problems. This is a pretty strong talk, but it touches the whole question, and not only the small person but the big person.

DR. ANDREWS: Possibly I can address the Council from a disinterested standpoint. I hope the Council will consider me entirely disinterested when I say I am opposed, in principle, to the policy of certification. I do not
see that it has worked so well with teachers, according to all the accounts. The education of this country is not so much better than it was in the old days. I am sure the American Library Association would show greater variety and more interest than they would under any scheme which gave the same recommendations and the same qualifications all over the country.

I agree thoroughly with those who believe in the guarding of the small librarians from politics, and that should be done through state agencies, but I disagree with Miss Downey in the assumption that a large library, with a large stock, cannot manage its own affairs much better. I believe the grading of the people by the persons in immediate contact will be of much better service than under any national scheme of fixed requirements, no matter how much they may disregard college and school certificates.

What seems to me a vital objection to any scheme of examination carried on at a distance, as this must be, depends upon evidences of the right kind of personality, disregarding entirely the large question of library service, and that is personality. There is no provision for any test, and it is difficult to see how the board could apply tests. The personality comes out in the actual service of the library, and we believe our provision of six months
probation is the essential feature of our system, and I believe every librarian who has had experience with any considerable stock will say the same. I am compelled, for these reasons, to vote against the acceptance of the resolution.

MISS MARY J. SAXE: I do think the certification is all right, but will it work our practically, as Dr. Andrews suggested? The Magill Library school has always drawn its teachers from Albany and my library has always drawn its librarians, except in one or two instances, from the Magill Library School. Usually they come from the Magill School. Some of those teachers have been splendid and have turned out to be splendid workers, and some of them have been wretched; yet I suppose all of them had certificates, because they came from Albany.

MR. ADAM STROHM: I think that the resolution just passed should provide a minimum of $1.00 per capita appropriation, and presumably more if we are going to really do the work, if that should meet with popular approval. It would necessarily, I think, call for higher standards of library service ability. I don't believe that certification would directly produce that or guarantee it, but I do think that it would prevent certain things in enlistment and otherwise that are far from any
professional standards, and I think one dollar a head appropriation is a waste and in excess of net returns.

I heard a reference to county library service. We are interested in that in Michigan, in Wayne County, where I am, and I think there is one thing that has appealed to the state and county authorities; that we certify the county librarian. I think there are altogether too few librarians. I am not at all in sympathy with Mr. Paine in trying to protect these unknown prospects. I think the best thing for our profession and our communities is to make it just as hard as possible to get into library service by having the highest standards. Now certification is not going to do that, but it is going to provide effective legal means of excluding those who are inexperienced. I feel, and Mr. Fanck, very much more active than I am feels that the situation calls for something whereby we could, perhaps, look the truth in the face and not merely state that those people are not going to be paid for inferior service in those small towns—I think they are going to be paid, but the money is wasted. I think if this is done it must be done by law and not in any other way. If we are compelled to engage people who have certain minimum requirements the public money should be used for that service. Yet, in
spite of my impatience with such a thing as a normal
school, if they did not have that normal school certifi-
cate the teachers in the little towns, not counting the
librarians, would be so very much more inferior and the
county superintendent would not be compelled to take at
least a semi-professional in their appointments of
librarians. Again, there are little details about
examinations that our trustees would not be competent to
pass on. They are supposed to be big men in other lines,
but you know that some of us librarians could not do
detail work in some other business; but that does not
necessarily prove that we are not fit to be in the service.

MR. WALTER: I don't exactly know where I stand
on certification today, but there are one or two assump-
tions which I think are not entirely warranted in connec-
tion with the whole business. I am very glad indeed to
hear the claims of personality pushed. I have been in
the library profession long enough to know that a certifi-
cate is not worth much without personality. I have also
been out of it long enough to know that practically all
of the evils of library service I have seen are due to
personality; that is the personality which can put it
over the Board of Trustees without qualifications. They
are the persons who bring disgrace on library work.
Personally, I would be in favor of examination for everybody, library school graduates or not. In my short term of service if I had not been able to train people for library work, everyone would have flunked. Those with prospects of developing ability, if they do not have a chance, it seems to me that the examination will give them exactly the chance necessary to demonstrate their ability.

May I drop into a bit of reminiscence? There was a very unfair qualification, which was not the fault of the library school faculty, that everybody had to present college credentials, in German or French, or present other qualifications. There was not a year that some did not come to me presenting evidences of ability in German and French and asked for the examination, and I gave them articles to translate. I recall just three who did not come back and ask for the examination. I am talking on both sides, but in my own line of work I am beginning to see that in university work the absence of qualifications is disastrous. What can you say to the Board of Trustees? "We have fine people here, but they will not take the training such as your instructors take, but they are fine people and I want a $500 increase?" That may be exceptional, but it
works also in towns where I happened to be lately.

I am not so much afraid of certification as that I shall have to think that as soon as certificates are issued the head librarians will immediately lose their initiative and their power of individual judgment and will become afraid to "fire" a certified person who is not doing good work.

MR. DUDGEON: I think we will all agree with what Dr. Andrews has said, that a librarian's certificate or a board of examiners' certificate is absolutely useless so far as determining personality, but I don't think for that reason that we want to stop library school training because it does not give the personality that library school training gives, definite knowledge and education, with a background which I am sure all who are hiring people know means something. I think also a certificate, while it will not solve the question to any extent, will eliminate the absolutely ignorant person and will give you a dignified reason and will give the trustees a dignified reason for refusing to deal with those who have not such certificate and who has not any of the background absolutely necessary to persons who are trying to bring people and books together.

There have been one or two objections raised to
the state law. Miss Downey suggested the case of a person already employed by a library and that they would refuse to take an examination or would be opposed to it. My observation of examinations in other professions is that in every case they make an exception, so far as formal examinations are concerned, of a person who has been in a certain profession for a certain length of time and has good moral character. I think that is a common provision in absolutely every professional standard law, that those who have had certain experience and have held certain positions shall be permitted to continue, although some teachers are required to take examination for advancement.

The other question was of examination. I believe that just as in some states we have a skilled board of examiners, I believe we might work out something that will make the examinations really searching and have something that will insure good results, just as the teachers' examination or the medical or legal examinations; that the examinations will be held by people who know what they are talking about, and I think every scheme ought to take into account the fact that in lieu of formal examination, its equivalent must be admitted as the equivalent of a college education, the equivalent of library school
training. In other words, there will be no discrimination against those who do not have the formal training that many are trying to get now. I think we ought to profit by reference to the experience in other professions, particularly in the teaching profession. While it is true that the educational system has not been a success everywhere, largely, because it has not been tested out, yet if it were not for the examinations and standards that we have in our schools the teaching profession would be in a sorry plight. I am opposed to this sort of a resolution.

MISS DOWNEY: I would like to add, in answer to Dr. Dudgeon's suggestion that all of those in library work at the time the bill would go through, would not be subject to any examinations, is never a saving grace. I think Professor Root could leave the chair and give his experience, especially in one state association. It has no effect, putting that into a bill, that all those who are at present in the work will be excluded from examination.

DR. DUDGEON: Our experiences vary in that particular, of course.

MR. SANBORN: I think something important has not come up in the discussion this morning. I think from the sentiment here that practically nobody is opposed to
some form of certification, but what the majority of people seem to be opposed to is national certification. I agree with you that it should be state certification. I think our discussion has been wholly beyond the point of view of the individual workers, but two parts of that report have not been touched upon; one is the certifying and grading of library agency schools and training classes, and the other is the distinction between clerical and professional workers in libraries. There, it seems to me, is the sort of thing—you can call it certification board or a national board—should be passed upon. There should be some national board somewhere, if not with legal authority at least with moral authority, to say that there are certain schools and training classes with certain standards and a certificate from them means a first class certificate. And we should also have the distinction drawn, it seems to me, between professional workers and clerical workers. In any library, with any size of staff at all, there are girls who seem to think they are professional because they work in the library. They are not professional workers, but merely clerical workers, the same as those who work in a factory or anywhere else, because they are doing the same kind of work. It seems to me it is a mistake to go down too far and include too
many people. Our certificate should begin with the professional workers in the upper grades and those below who know what they must do to get into the professional grade of service. We are including too many people in this scheme of certification, going too far down the list.

Another thing, if the states should, as I believe they should, manage this matter of certification it will eliminate the giving of certificates by a national board which cannot take into consideration this matter of personality. They could, however, if the different cities had their own standards—this board of the Association could very well say that the standard set by New York State or a certificate from New York State met with the approval of the American Library Association or an adequate national certification board. Their standards are good. We will say the standards of some other city are not as good and that the certificate granted an individual from New York State would be a recommendation to any other state, while a certificate from any other state might not be as good. Those are general duties which a board of certification could take charge of, but it is a mistake to try to get down to individual certificates which could be taken care of by local authorities.

MR. SMITH: I take it that we all believe in
certification, or if we don't believe in it we believe it is coming. It is a forward step and is going to be tried. We all feel, after all, that it has done a great thing for education, but the primary thing under certification is to protect the library from the unskilled, the impossible worker in the same way that it protects the schools. It is not a scheme of having honorary degrees, by which one man belongs to the first class and another in the second class and so on.

When it comes to the question of national or state certification, I believe with Mr. Windsor and Mr. Dudgeon, that if we had national certification it would have to be national certification. If it were possible under our system to have some national agency to legally constitute such a scheme, it might work, if it had sufficient funds and organized workers; but in the American Medical Association and the American Bar Association to grade its workers is impossible. Consequently if this work that this Association could do could be turned over to somebody to work with local agencies, it could be brought about.

This is coming, just as library associations have come. You will remember when the states started to organize the library commissions, they got large results. It does not seem to me that this, if it came about, would
have any sanction in the places where it is needed, and is it worth while to go to work to get a very elaborate organization which would cost a good deal of money, and the question of finance has not been solved yet, without forgetting the question of protecting the community, whether large or small, against an unfit worker, because the community that is doing that today will do it in the future and will simply laugh at any national association which is trying to establish criterions by which they would employ their workers. The American Medical Association does not pass on the grading of physicians, but I believe it has an agency which does pass on the grading of medical schools, class A and class B. Now, if we could work out something of that sort, which is merely moral, it might have a beneficial effect on the classification of training agencies.

THE PRESIDENT: Is there any other discussion?

MR. RICE: There is one point in connection with state libraries connected with this discussion, as an analogy in the teaching profession, to which I belonged four years; that is the matter of state aid to public librarians based on qualifications of the staff. It seems to me that would help very much to put the certification plan across, because if the libraries do not
have certificated employees on the staff they will lose from their state aid for the year. I know personally/my connection with state organizations for the past fourteen years, that that is the one agency that has made possible the progress in our state in education. It is an intervention of the state which may be withheld if the conditions are not fulfilled, and it seems to me that aid should be based on certain standards.

I am heartily in favor of the certification of librarians by state authorities, but I believe that the work of the A. L. A. should be advisory. They should formulate standards that will help states in securing the right kind of legislation with regard to certification. Now, as far as the certification is concerned, whether certification has helped the teaching profession, I know it has helped the teaching profession. I was thrown into the teaching profession at 17, without any training, in the State of Missouri. The difference between my teaching in two terms was the difference between night and day, and it was all due to the certification law, and that certification law made me go to normal school and go to the university, and that history has been repeated in thousands of instances in this country in the teaching profession. If you had no certification of teachers you
would not have anything in that connection in this country worth speaking of. I think certification for teachers ought to be praised instead of criticised as it is, because it is doing good, heroic work. So I believe in certification by state authorities.

MR. SEVERANCE: I think we are all agreed that some kind of certification is necessary and I think we are all pretty well agreed, from the remarks that have been made, that the A. L. A. ought to formulate some standard of certification, that is this standard, and pass upon also the certificate that should be granted to all of our graduates of library schools.

I wish to make a substitute motion, and my substitute motion is this—

SUBSTITUTE MOTION

That the President appoint, or this Council appoint a committee to formulate standards of certification, to report at the meeting in June.

DR. DUDGEON: I wonder if you will not incorporate in that the further provision that the Committee suggest methods by which the Association can cooperate in securing proper legislation. Do you intend to go that far?

MR. SEVERANCE: Yes, I will include that.
DR. ANDREWS: I believe firmly the real test is the service of the library to the community and not the educational attainments of the particular librarian. I know that there are libraries which are doing a great deal better service to their communities under absolutely untrained librarians than they would do under the best graduated librarian of the country, owing to their peculiar needs. If you would say, "Standards of library service," instead of "Certification," I would be glad to vote for the motion.

MR. SEVERANCE: I will accept that.

THE PRESIDENT: Please put that in writing, Mr. Severance. I wish now to make an announcement of the death of Miss Fairchild, who for many years was a member of this body. I have asked Miss Donnelly to submit a minute which we may adopt with reference to Miss Fairchild.

RESOLUTION ON THE DEATH OF MISS FAIRCHILD

Miss Donnelly then read the following sketch of the life of Miss Fairchild, which she offered in the nature of a resolution, and, on motion unanimously carried, was adopted by a unanimous rising vote.
Miss Donnelly then moved that the Secretary of the Association be and hereby is directed to forward to Mr. Fairchild suitable words of sympathy in behalf of this Association.

Motion unanimously carried by a rising vote.

CERTIFICATION--Continued.

MR. SEVERANCE: Mr. President, we have concluded to re-state this and make it a little different from what I proposed in the first place.

I make a motion, therefore, to re-commit the resolution to the existing committee, with direction that it formulate standards of certification and provisions which are to be recommended for incorporation into state laws, and to suggest methods by which the Association can cooperate in securing the proper legislation. That is my motion.

THE PRESIDENT: That motion is seconded. Are there any remarks? The proposal is to substitute this for the resolution which you have in your hands. Are you ready to vote?

DR. WINDSOR: I should like to make one or two remarks in behalf of Dr. Williamson before a vote is taken. I find in his printed report one argument which he used in
favor of the national certification which has not been mentioned. He believes that a national scheme of certification which may help in finding financial support for this certification board, should be created. That is simply one thought of his, and I am inclined to believe that it is true, that if we intend to seek financial aid from either individuals or the national government or from a corporation, that a national scheme will be more easily financed in that way than a number of state schemes. Then one other argument which he presented in favor of the national scheme—and it is a real one, that under any national scheme of certification there will be an easier interchange of librarians from one state to another. Those are the only two arguments I think that have not been mentioned today in behalf of Dr. Williamson's scheme. I want to make sure before you vote that you have those in mind.

THE PRESIDENT: The question comes on the adoption of the substitute. All those in favor of the adoption of the substitute will say Aye. The ayes have it. The substitute is adopted. That refers the matter back to the original committee. Mr. Milam, the Secretary, has a resolution which I believe should have been adopted or was proposed to be adopted at Swampscott, but was not
adopted, which he will now present.

THE SECRETARY: This resolution is proposed by Mr. J. I. Wyer. It is a re-affirmation of action.

RESOLUTION BY MR. J. I. WYER

RESOLVED, that the American Library Association again urge upon the Postmaster General the imperative need of such modification of the initial pound parcel post rate on books passing between any properly defined public library and its rural population adjacent, as is clearly possible within the limit of a desired self-paying character of the postal service.

THE PRESIDENT: This has been brought up at Mr. Wyer's request. It is moved that we adopt the resolution; the motion is seconded. Are there any remarks? If not, all in favor of the resolution will so signify by saying Aye. The resolution is adopted. Mr. Utley has a resolution he wishes to present.

MR. GEORGE B. UTLEY: Yes, I have another hold-over matter from Swampscott. Shortly before the Swampscott meeting the Curator of the United States Naval Academy at Annapolis had some correspondence with the officers of the Association in which he called attention that at the
Naval Academy there are a good many things in the way of archive material which ought to be preserved more carefully than they are preserving them, and they ought to be preserved more carefully than they at the present time have facilities for preserving them. The Curator seems to be much interested in this matter but he has not been very successful, apparently, in getting the interest of his superior officers. He points out that it is not a matter of expense; that he would be able to extend his own functions sufficiently to care for this work if he could receive the official sanction from the officers in authority; so he requests the American Library Association to give some expression to the importance of this material, so as to strengthen his hands. He points out in this letter that I have here, addressed to the Secretary of the Association, that they have a large variety of historical objects, monuments, flags, pictures, relics, trophies, paintings, documents, etc, in addition to archive material, which he deems deserves permanent preservation. At the Council meeting at Swampscott Mr. Dana and I were asked to draft a resolution for presentation to the Council. In the interim we have drafted through correspondence this resolution, which we beg to present to the Council;
RESOLVED, that the public interest and the welfare of the Naval service make it advisable that the historical relics and trophies in the Naval Academy be carefully preserved and accurately and fully recorded.

MR. UTLEY: It is nothing that we are asked to contribute to but simply to uphold the hands of the Curator, who is trying to give more permanence to that material. I move the adoption of this resolution.

DR. WINDSOR: As the resolution was read, the word "archives" was not mentioned.

MR. UTLEY: I think that should go in. That ought to be inserted. I am sure Mr. Dana would agree to that.

THE PRESIDENT: That will be inserted.

(The motion to adopt the resolution was seconded and it was unanimously adopted.)

ENLARGING FUNDS FOR BOOK PURCHASES

THE PRESIDENT: Mr. Ranck has a resolution to offer, I believe.

MR. RANCK: Not exactly a resolution but I want to call attention to a letter which Mr. Milam read yesterday which brought forth no action. This was a letter from
the National Association of Book Publishers, calling
attention to the fact that statistics on book purchases
in the libraries of the country show that the buying
funds available are suffering under current appropriations
and asking whether there was any way whereby the National
Association of Book Publishers could help in creating
more favorable public opinion to increase the book
purchases of libraries. Now it is a matter of policy
whether the American Library Association wishes the co-
operation of the book publishers of this country in
helping create a public opinion that will enlarge the
funds for the purchase of books in libraries.

In order to bring this before the Council for a
vote, I move, Mr. President, that this matter be referred
to the Executive Board with power to act.

MR. RODEN: I second the motion.

MISS AHERN: Isn't this a matter of policy as to whether
the American Library Association shall form an alliance
to undertake a difficult situation?

MR. RANCK: I think it is a matter of policy. I think
that discussion of this by the Council at this time would
help the Executive Board. With that in mind, I brought
this up in this way, but I think that any action that is
taken can be taken by the Executive Board through the
Council.

THE PRESIDENT: The matter is before you.

DR. ANDREWS: If that means the Executive Board is simply to reply, giving them power to answer the request of the National Association, I would like to be so informed. Does it mean power to act in that way, or power to commit the American Library Association to a definite campaign?

MR. RANCK: I think it would cover the whole matter. I think it would be advisable to have the Secretary read the communication. There are a good many here now who were not here yesterday when it was read.

DR. ANDREWS: It seems to me there are two ways by which we could answer informally. We could tell the book sellers, if they would reduce the prices, we could buy more books, and if they would enter into a campaign to increase interest in books we could get more funds from our trustees.

(The Secretary then read the communication above referred to.)

THE PRESIDENT: I understand Mr. Ranck's motion to be that the answer to this communication be referred to the Executive Board. Is there any discussion of that motion, or are you ready to vote?
MR. ANDERSON: I think the Executive Board in replying should call attention to the fact that if the National Book Publishers' Association are going to get into a campaign to raise funds for libraries, they would better show their hand. They would be at once suspected, if their hands were shown, but I do believe there are means of publicity that we might avail ourselves of. I had a letter somewhat similar to that from Mr. Melcher before I left home.

MR. DUDGEON: It seems to me this is the first time, since the new constitution or the new definition of duties, that we have got before us a matter of far-reaching policy, and why we should shut it off by sending it to the administrative section I can't see. I move that the Council appoint a committee of three to take action and refer it back, to report to us.

MR. RODEN: I will state that this matter was first considered by the Executive Board and then referred by the Executive Board to the Council. I am inclined also to move to refer it back.

MR. DUDGEON: I move, as a substitute, that the President appoint a committee of three, which will make a suitable reply and report to the general meeting of the Council.

MR. RANCK: This will postpone or defeat any action on
the part of the publishers for at least six months or more. It was my thought in making the motion that I did that the Executive Board would be in a position to take action quickly after it gets its instructions, or if that is the sense of that Council. I think the matter should be fully discussed here and the Executive Board should act in accordance with that; but if we put it into the hands of the Committee and wait six months until the Council meets we will get no action and will lose nearly a year, and if we think it worth while to get the cooperation and the publicity which the book publishers of this country can promote in a way that we cannot, it seems to me that if we build that much that we should take action now and put it in such shape that the Executive Board or the Secretary can go ahead.

MISS MARY E. WEST: If a non-member of the Council has a right to speak, I quite agree with the speaker a while ago who said the action of the American Book Publishers Association would be more indirect rather than direct. Increasing the audience, of course, would tend to increase book purchasing funds, but we could not openly have their cooperation, because they would be suspected immediately of mercenary considerations.

DR. BISHOP: It seems to me whatever action is taken,
whether referring the matter to the Executive Board or putting it up to a Committee of this Council, we should not neglect to reply to an extremely courteous communication, offering cooperation, and we should not fail to instruct someone to at least acknowledge receipt of this letter, and say that we are considering ways and means, because after all we have not had so many offers of cooperation from book sellers and publishers in the last 20 years as we might have welcomed, and if this is accepted it at least offers an opportunity to work in conjunction with others who are interested in books. I should very much deplore a reference to a committee, without at least a direction to reply to and acknowledge receipt of the letter.

DR. DUDGEON:  I will accept that.

MISS AHERN:  I would like to ask as a matter of information if the Executive Board has not acknowledged receipt of that letter?

THE SECRETARY:  The Secretary, in his official and personal capacity, acknowledged receipt of that letter a couple of days after it was received on the 12th of December. The Executive Board has not acknowledged receipt of the letter.

MISS AHERN:  It does not follow that the letter is
without any sort of acknowledgment by those to whom it was addressed. The records of the A. L. A. will show that we had a rather heated and interesting discussion of this thing at the meeting in 1901 on the Coast, near Boston—I can't remember the name of the place just now—and I think it is a good thing that the publishers are coming to see that the libraries of the country are a channel that may be cultivated and not, as they expressed themselves then, set off to one side to minister to the women and children. There is really a very definite and fine work that the publishers can do to assist the work which the libraries have been doing all the time; that is, have the people read more books and have the people own more books in their homes. I do think it is but proper to send an acknowledgment of the communication. I do think that inasmuch as we have talked a good deal about policies in the Association and this has come to the Executive Board and they have sent it back to us, with these few minutes discussion of it, I don't think that we ought to again burden the Executive Board, with this great big meeting and all the executive and administrative work of the Association to look after, to putter over policy. The Executive Board, I understand, will disintegrate from Chicago as quickly as the Council. I am very much
in favor of the Council formulating a reply to this just as a mere matter of satisfaction if nothing else, because we have, as a Council, sent letters to the publishing association in times past, and we don't want to give up that custom. I am in favor of a Committee of the Council taking this matter under consideration and formulating a decision which can be acted upon by the librarians, if there is nothing more for them to do than they have ever done in the distribution of books.

MR. SEVERANCE: Yesterday we had to unanimously disagree with the National Association of Book Publishers. I agree with Miss Ahern, that the book sellers and the librarians have a great deal in common, and that might be said in reply to this letter.

MR. WELLMAN: I wonder if this would be a proper substitute motion—

That the Council instruct the Secretary of the Association to express the Association's appreciation for their offer of cooperation; that we welcome the effort of all public spirited citizens or organizations to increase reading in libraries, and that the Association will welcome cooperation, but our action must be independent from that of other organizations.

(Motion seconded.)
MR. DUDGEON: As I understand the last part of the motion, it closes the door to cooperative action. I believe an appreciative letter leaving the matter open, somewhat, to all of the possible steps for proper cooperation, ought to be forwarded.

THE PRESIDENT: The question is on the adoption of Mr. Dudgeon's substitute. Are you ready to vote? All in favor of the substitute will say Aye. The chair is in doubt. All in favor of the substitute will please rise.

(Those favoring the substitute motion then rose.)

THE PRESIDENT: All those opposed will please rise.

(Those opposed to the motion then rose.)

THE SECRETARY: Those in favor of the motion number 24; opposed, 7.

THE PRESIDENT: The adoption of the substitute settles the question, and therefore a vote on the original motion is not required.

MISS DOWNEY: I would like to inquire whether the Secretary has any further information regarding the Carnegie creation matter that we have had before us in the past and considered at the Council meeting at Swampscott; whether any action has been taken in regard to this matter.
THE SECRETARY: The Secretary has been in communication with the Carnegie Corporation, and had a good many letters and some discussion back and forth, but there is nothing to report and there probably will be nothing to report until the new President is elected. There is now no President of the Carnegie Corporation.

THE PRESIDENT: Have you anything further, Mr. Secretary?
THE SECRETARY: I have nothing further, Mr. President.
THE PRESIDENT: A motion to adjourn will be in order.

On motion, the meeting was thereupon

ADJOURNED

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