

## SATURDAY AFTERNOON SESSION

December 30, 1922

The meeting was called to order at two-forty o'clock by President Utley.

PRESIDENT UTLEY: The Chair wishes to ask the members of the Council to please arise and be counted in order that we may determine whether or not we have a quorum.

... A quorum was present ...

PRESIDENT UTLEY: The Public Documents Committee has a resolution it would like to present to us. It will be brought to our attention at this time by Mr. Lester of that Committee.

MR. LESTER: One of our resolutions is not in its final form. It will be presented later. The other resolution is:

"WHEREAS, the United States Government spends millions of dollars every year in gathering accurate and important information on matters of wide-spread public interest, and publishes this information in public documents for the use of the citizens of the United States, and

"WHEREAS, these valuable documents lose much of their usefulness in supplying public information until indexes and catalogs of their contents are compiled and published, and

"WHEREAS, the appropriation provided by Congress to carry on this indexing and cataloging is so inadequate that years elapse between the publication and distribution of the documents and the appearance of the indexes which make their contents avail-

able to the people, and

"WHEREAS, this inadequate appropriation represents a false economy and actually stands in the way of the public use of the information gathered and distributed at such a previous careful and liberal expenditure of public funds, therefore be it

"RESOLVED, that Congress be urgently requested to provide the necessary appropriation to enable the Superintendent of Documents to prepare and issue the indexes and catalogs of these documents so that the information therein may be more immediately available to the people. Be it further

"RESOLVED, that a special appropriation be made to bring to completion in the shortest time possible the indexed catalogs covering the documents published during the war."

PRESIDENT UTLEY: You have heard the resolution which has been presented to us on behalf of the Committee on Public Documents. Is there a motion that this resolution be adopted by the Council?

... A motion was made by Dr. Locke, seconded and carried, that the resolution be adopted ...

PRESIDENT UTLEY: Mr. Meyer has a communication also from the Public Documents Committee.

MR. MEYER: This is the same communication that was presented this morning with a slight change that Dr. Bostwick suggested. I will read it again:

"The Committee on Public Documents respectfully re-

quests the approval and authority of the Council to address a letter to the state authorities throughout the country asking them to prepare a check list of all the documents issued by the various state offices of their respective states for the year 1922, and begin with January, 1923, to prepare a monthly check list of the same character."

I don't know that I need to make any further explanation then I did this morning except to say that this is not anything that will take the place of the monthly list of state documents published by the Library of Congress. It is rather a means of making that list a little more complete than it now is, but we felt the matter of sufficient importance to get the backing of the Association and not have it all come as merely from a committee.

I move the adoption of this communication.

... The motion was seconded and carried ...

PRESIDENT UTLEY: The members of the Council and others present I hope have discovered in your seats the pamphlet relating to Hot Springs. Take those along with you and look them over and become interested in the Hot Springs Conference.

We certainly hope that the annual conference for 1923, which is scheduled for Hot Springs the last week of April, may be one of the best conferences in the history of the Association. It will be if we all take an active participation and share in its preparation and carrying out.

Is Mr. Lester ready with the other resolution?

MR. LESTER: "The joint committees ask that the Council request the Chairman of the Committee on State and Federal Relations to initiate a movement which shall result in a communication from as many as possible of the leading librarians and library boards of the country to their respective Congressmen and Senators, urging in such detail and in such specific way as they shall see fit their respective Congressmen and Senators to interest themselves in securing an adequate appropriation for the Library of Congress to the end that the librarians of the entire country and the public generally may not suffer from the inadequacy of support recently extended to the Library of Congress."

DR. J. I. WYER: I would like to move the adoption of that resolution.

... The motion was seconded ...

MR. HIRSHBERG: It happened that such a resolution was passed by the Ohio Library Association at its convention in October. I happened to see some correspondence following the adoption of this resolution between Miss Jones of the Ohio State University Library and Dr. Putnam.

Dr. Putnam at that time expressed himself as rather adverse to agitation for Library of Congress appropriation. I don't know whether that is his present attitude or not, but I merely rise to ask Mr. Meyer, perhaps, whether this move has Dr. Putnam's approval.

MR. MEYER: I can honestly say that I do not know what his attitude is at the present moment.

MR. HANSON: I think you will remember that we passed a similar resolution at a meeting of the Illinois State Library Association, and I know that a copy of that was sent to Dr. Putnam in connection with another matter, and he expressed himself in his answer to that letter as being rather grateful for the interest taken, and there was nothing in it to indicate that he was in any way opposed to it.

We have proceeded on the assumption that we ought to agitate for that matter in library clubs and associations all over the country.

DR. J. I. WYER: In moving the adoption of the resolution I had in mind the fact that a similar resolution was adopted by the Association in a more specific matter. I think the Catalog Section adopted it at Swampscott, and I had knowledge at that time that it was an acceptable resolution to Dr. Putnam, so I have reason to believe that action of this sort here today will be acceptable.

MR. HIRSHBERG: I merely say that I wished only to be reassured that Dr. Putnam was in favor of such a resolution.

... The motion to adopt the resolution was carried unanimously ...

PRESIDENT UTLEY: We will pass now to the first topic on our program for this session. For some time past we have as

a Council and as an Association been studying various phases of the certification problem. Librarians have been studying it apart from their connection with the American Library Association, and I think we all feel its importance and the necessity of continuing its study until we have arrived at some definite conclusion one way or the other. So we have at this Council meeting requested the Committee on Certification, of which Mr. Frank A. Walter is Chairman, to present the subject to us with such renewed study as the Committee has recently given to it, and it will be presented at this time.

MR. WALTER: I am very sorry that it has been impossible to have copies of the tentative recommendations put into your hands, but it has. The last poll of the Committee on one or two important points was completed only about twenty-five minutes ago and there has not been time even to write the report. It was quite out of the question to do it.

It has also been impossible to get the entire Committee together, consequently no names are appended to this report, and I ask the permission that if this report is printed an explanatory note be attached so that no member who is not responsible will be held responsible for any opinions expressed in the report.

... Mr. Walter read the report of the Certification Committee ...

MR. WALTER: May I say these resolutions are purely

tentative resolutions drawn up in case any action by the Council in connection with this morning's discussion or in connection with this should make it desirable to have them. The Chairman is unwilling to submit either, and it is simply in your hands for such action as you may wish to take in connection with it. It is merely a technical device for obtaining action in case you want it.

If any member of the Committee or Council wishes to bring them up you may do so.

PRESIDENT UTLEY: I think it is well to have the resolutions you have found in the seats read by the Secretary so we may have them before us sufficiently.

SECRETARY MILAM: "RESOLVED, that the Council of the American Library Association approve the adoption of the tentative scheme of standards for certification of librarians to be used as suggestions for state or other administrative units desiring to obtain local legislation for certification.

"RESOLVED, that the Council direct the Committee on Certification to use as a basis for establishing grades of library certificates, such standards of library service as may be approved by the Association."

MR. WALTER: May I say that I did not present these and move their vote because I want to be absolutely free from giving any direction to any discussion that may result.

PRESIDENT UTLEY: These resolutions, then, are read for

the present as information and are not yet before us as resolutions.

DR. HILL: In order that we may get the question before the Council, I move the report be received and the resolutions laid upon the table.

... The motion was seconded by Mr. Walter ...

MR. WALTER: Simply as a matter of information I should like to ask the members of the Council what the practical result of the adoption of this resolution is going to be on the whole question of certification.

DR. HILL: I would say that the question could be taken up at any time by the Council.

MR. WALTER: Does it mean that it shall be taken up or simply may be taken up?

PRESIDENT UTLEY: May be is the way I understand it.

The Chair would ask Mr. Walter if he has any recommendation in regard to that particular portion of the report which deals with the preparation of a pamphlet informing the members of the Association more explicitly in regard to what has been done in regard to classification.

MR. WALTER: I should like to reread that, if I may, before you take action on it.

I may say that this is the recommendation which, so far as I know, has not been opposed by any member of the Committee.

"Greater publicity on the question of certification.

The views of a few librarians of prominence are well known. The views of the much greater number, some of prominence and some who will in the course of time succeed to leadership, should also be known.

"A pamphlet setting forth the pros and cons of the question, the views of representative (not necessarily prominent) librarians, the analogies with other professions and a brief sketch of the progress of the movement so far could very profitably be issued by the Association for the general information of its members. Such a pamphlet should, of course, be judicial, not an attorney's brief for either side."

Stripped of its verbiage that simply means giving the Association a little bit better chance to know what certification means. I must confess I didn't know, until I got well up to my neck in this thing, what the complication of this question was. I am not entirely sure that I know it now. I am not at all certain either what the purport of the effect of Mr. Hill's motion will be.

MISS TYLER: May I ask Mr. Walter if he will interpret for us the second paragraph of the resolution?

MR. WALTER: The only purpose of this was that in case the Association this morning should take any definite action regarding library standards, this Committee in order to show its complete desire to cooperate in any movements for the professional uplift of its members could fall into line with the Committee

on Standards. You see all this is tentative. No member of the Committee knew what this morning's action was going to be, and those of you who have been members of the Council know it is not always possible to predict in great detail just what the Council is going to do.

MISS TYLER: I rise to speak to this question because I feel very strongly on the matter. If this Association is not ready for certification, surely nobody wants to thrust it upon us. I know of no profession of any consequence or dignity but what makes an effort to establish standards in the profession, and it has seemed to me that to establish it on a national basis was a much larger and more comprehensive way to do it than by state. There is no need to attempt to go over the history of this effort to do something in the way of certifying ourselves professionally, but I do feel that it is only fair to call attention to the fact that by securing state legislation we are likely to create a situation that is going to be very difficult.

We seem to think that we must blindly follow the teaching profession, that we must have state certificates. It does not necessarily follow that state certificates are good for us because they seem to have been good for teachers, and besides, I think the teachers themselves will say that there are many pitfalls along that road. Would it not have been a safer thing if those who were at the Council last winter would

have refrained from tying us up to state certification? That is a thing, it seems to me, that might well be considered here. Shall we commit ourselves definitely to state certification as that mandate given to the Committee last winter did do? If there were any way possible for us to extricate ourselves from that serious blunder made last winter so that we would not be committed to state certification, we could then go on and investigate this matter without arousing feeling and with ability to work towards securing the best way to standardize ourselves.

I confess that, to me, that is the most embarrassing part of the whole thing. If we are committed to state certification I should certainly agree with Dr. Hill that I would very much like these resolutions to be tabled. It seems to me that to proceed along this line is to definitely repudiate national, voluntary certification. That is what we started out to do, that is what the Committee was created for, and for a resolution to be introduced into this Council a year ago definitely changing the whole purpose of that Committee it seems to me has put us in a very, very awkward situation. It was a committee on national voluntary certification. I know about it; I was in it from the beginning. I was on the first committee. I recall very clearly the thorough discussion, and the Committee definitely and wholly committed itself and reported to the Association, and the report was accepted at Colorado Springs, that we were working on the basis of national voluntary certification.

Now comes along a mandate simply reversing the whole thing, and says "state legislation". Now, if we are in the clutches of that mandate, I, for one, am for tabling the whole thing, because I do not believe that this Association can afford to go stumbling blindly along committing itself to state legislation for certificates. It is a very dangerous road. I have had something to do with state legislatures, and well know that the best bill that the librarians could possibly frame, presented to

a state legislature, comes out of that legislature in such shape that we could not operate it. It will happen, I think, in almost every case. I think it is a very dangerous thing to commit ourselves to a policy of state legislation. If we are by the mandate of a year ago committed to that, I am for tabling this resolution and waiting until we are ready to look at it in a large way, and not be committed to so dangerous a program as that.

MR. WALTER: May I ask again what the effect of the adoption of Dr. Hill's motion would have on the Committee?

At least one member of the Committee is entirely unwilling to go on the table with the resolutions. He will slide off the table on the floor, and if this simply means that this definitely tables it, I think the Committee should at least know what the practical result is going to be.

DR. HILL: The effect of tabling the resolution is merely to have it laid on the table, and it can be taken up at any time, but it doesn't mean that the Committee is discontinued. The Committee would be expected to act and bring in another report and some other resolutions. In fact, I didn't think the Committee even recommended these resolutions. I think the Chairman said that.

MR. WALTER: That clears the situation completely. That shows exactly what will happen. The Committee can do nothing if it has nothing to do, so far as I can see, and person-

ally I think clogging up the program with a lot of committees who do nothing and simply report progress in the shape of no report whatever, which in many cases is actual progress, is farcical.

MISS AHERN: Is it not true, as has been stated here several times, that the question of certification is so closely allied with that of standardization that it would be wise to have the two go side by side, or at least within speaking distance of each other to their final disposal? I don't think at all that the question of certification has reached the limit of its development or of its application. I wonder if a substitute motion might not be made for Dr. Hill's that the report of this Committee be received with gratitude, complimenting them on the amount of light which they have thrown on this very complex question and that it is the request of this Council that the Committee be continued to report another step at another meeting of the Council.

MR. WALTER: As a committee of immortelles that would be highly satisfactory.

MISS AHERN: Seriously, I had no impression and I have no belief that Mr. Walter and his Committee have reached the extent of their ability in throwing light or development of this question suitably to the intelligence of those of us who do not yet understand the question in all its complications. I did not mean that facetiously at all.

MR. WALTER: I agree with Miss Ahern that something else should be done, but I think that something should be decided by this Committee and not leave the Committee wondering what it shall do. Personally I think greater publicity is necessary. I got to working on this Committee five or six weeks before I realized the mess in which we were. I have been realizing it deeper and deeper. I doubt very seriously whether nine-tenths of the Association understand what is involved, and I seriously doubt as to the other tenth. I do believe in publicity, but I do not believe that could be attained merely by tabling it unless there are definite instructions to the Committee, if the Committee is to be continued. So far as I am personally concerned, I am heartily in accord with Dr. Hill that certification is impossible without standards. I was very much pleased this morning to see him come out so valiant a champion of uniformity and standardization. I think certification is inevitable if a good scheme of standards is adopted. I should be more than glad to have the Committee discharged, the work consolidated and the two go along as parts of a common movement. I know, however, that my feeling is not shared by some members of the Committee.

MISS AHERN: Would it not be a part of the work of this Committee to prepare the presentation of which the Chairman spoke in his report? I am sure it would be a thing well received by all the members of the library profession, and it would not in any sense of the word, nor had I any such thought, shelve this

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work nor the Committee in charge of it, but it seems to that they haven't any ways near come to the end of this yet, and if the Committee is continued and if they have the instruction to enlighten us on this subject of certification (we are agreed that standardization and certifications are closely connected), why wouldn't the preparation of this pamphlet be part of their legitimate duty if that is what they see?

You may call your meetings, say what you please, and come to a conclusion. Why wouldn't that be part of their work?

MISS DOWNEY: I would like to ask whether the Survey Committee is still in operation.

PRESIDENT UTLEY: The Chairman of that Committee is present. He will probably wish to answer that question.

MR. BOSTWICK: The Survey Committee is still at work.

MISS DOWNEY: Many of us have done a good deal of work towards that Survey Committee work. It would seem to me that the work of the Survey Committee is a basis on which the Committee of Standardization and the Committee on Certification might work, and the three Committees might work together, or at least the report of the Survey Committee be given before the other Committees complete their work.

MR. BOSTWICK: The work of the Survey Committee is necessarily more or less of a unit. We must move along and in all respects parallel one part of our work with another. We have no objection whatever to anybody else taking up some definite part

of any question that seems to be before the Association and working it out and letting us use their results. If the Standardization Committee can arrive at certain results that would be useful to us, we assume they would be glad to have us use those results. We feel in the same way toward the work of the Committee on Research. If they go to work and do anything that can be used we will use it with their permission. That is our position in the matter.

DR. HILL: Miss Ahern has asked if I would accept an amendment or a substitute. I do not see how that can well be done. My motion was that the report of the Committee be accepted and the resolution tabled. There is nothing in either resolution that says anything about publicity. If this motion prevails I should be very willing to second a motion that the Committee be continued and the question of publicity put into another resolution or that this Committee be asked to join with the Committee on Schemes of Library Service, and let them work together.

PRESIDENT UTLEY: The motion that Dr. Hill made is still before us. Are you ready for the question? Possibly the adoption of that will lead to progress that is real progress.

MR. BAILEY: I don't see how you can table resolutions that have not been moved for adoption.

MR. WALTER: That is what I thought. That is the reason I seconded them, to see what would happen.

MISS TYLER: We surely want to accept the report of any committee. I can't see that there is any danger lurking in that. We certainly want to accept this report. If the resolution is tabled it can be called up. It is not killed, so I can't see that we are getting into any very serious danger. If we can vote this, then we can go on and do something else.

There are a few other things that I think we might do. I can't see there is any danger lurking in the fact that we are going to accept the report and table the resolutions for the present. They can be called up.

PRESIDENT UTLEY: Mr. Bailey's point seems to be well taken: that resolutions can't be tabled until they are moved for adoption. The resolutions have not been moved for adoption.

DR. HILL: Will you be kind enough to tell us what status the resolution has now?

PRESIDENT UTLEY: They are now moved for tabling.

DR. HILL: That is all right if they are. The report has come in and the motion has been made to accept the report and table the resolutions. Now, if it isn't parliamentary, as I think it is, I would move that the further consideration of the resolutions which are submitted as part of the report be postponed.

MR. WALTER: These resolutions were never presented, and if presented they were presented by Dr. Hill.

DR. HILL: I have the resolutions here which were presented.

MR. WALTER: The Chairman did not present them; if they have been presented Dr. Hill is the only one who did it.

PRESIDENT UTLEY: It seems the difficulty could be solved by the separation of these two parts of Dr. Hill's motion.

Dr. Hill, will you move the acceptance of the report as a separate motion?

DR. HILL: I will.

PRESIDENT UTLEY: The motion then is now before us, and seconded, that the report of the Committee be accepted.

DR. HILL: Be sure to say "unsigned report".

MR. WALTER: Amend it to say that in the publication a full statement should be made of the persons who are responsible and who are not responsible. I myself would be very glad to accept an amendment of that kind. I have seen my name appear on reports that I have never seen.

DR. HILL: Then wouldn't it be right to say the report submitted by the Chairman of the Committee? Wouldn't that cover it?

MR. WALTER: That is all right, if the Committee is willing to agree.

PRESIDENT UTLEY: Very well, then the motion is that the report submitted by the Chairman be accepted.

... The motion was carried ...

PRESIDENT UTLEY: Now what action do you wish to take in regard to the two resolutions?

DR. HILL: Are they before us?

PRESIDENT UTLEY: They are not before us.

DR. HILL: I have just been told they have not been presented.

PRESIDENT UTLEY: They have not been.

DR. J. I. WYER: I am afraid instead of laying them on the table we will have to leave them upon the chair.

MR. WALTER: The only logical thing is to ignore them unless Dr. Hill wishes to adopt them.

MR. DUDGEON: I move you that the subject be referred back to the Committee with a request for further consideration. I think we ought to have this subject further considered by this Committee.

... The motion was seconded...

MR. DUDGEON: It is suggested that there might be incorporated in that, and I have no objection, the suggestion that they be referred back to them for consideration and cooperation with the Committee on Standardization.

MR. WALTER: May I ask just what that means? I have worked in cooperation two years and I don't know what it does mean.

MISS RATHBONE: I think I should have to object to

that. I don't think my Committee is ready to tackle certification at all yet. I am more than delighted, and I am sure all members of the Committee will be, to cooperate with this Certification Committee to the extent of informing them of our action at every step, sending them copies of the minutes of our meetings, but I know the Committee isn't ready to take upon itself the subject of certification at all.

MISS TYLER: Since the Committee report has been accepted and the matter of the resolution is not before us, and no resolution has been --

MR. DUDGEON (interrupting): I moved that the subject be referred back for further consideration. I take it that the acceptance of the report without any further action would mean the termination of activities of the Committee, and I didn't think we felt we wanted to terminate their activity. I think possibly to avoid any clash between the Committees or any ill temper on the part of the other Committee we had better let the motion stand as I originally made it, that it be referred back to the Committee for further consideration.

MR. WALTER: Further consideration means an awful lot of useless work and, frankly, if you expect the Committee to retain the present personnel, some one else will have to take my place. I haven't time. If you have definite objectives and are willing to state what they are I will do my best to get to them, but I am not willing to do any volley firing up in the air.

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MISS AHERN: I should like to suggest nothing more than that the Committee confine its attentions to the preparation of that report to get it in print before the next meeting.

MR. DUDGEON: I think the subject is one we cannot afford absolutely to drop. I am not ready to formulate any definite instructions to the Committee and I think I sympathize with Mr. Walter's position, that if we refer it back to them they ought to have some indication of what they ought to do. It is possible Miss Tyler may have some suggestion.

MISS AHERN: May I ask Mr. Dudgeon if he has any objection to my suggestion?

MR. DUDGEON: I didn't understand that she made that as an amendment to the motion.

MISS AHERN: You said if anybody had any suggestion, and I hadn't gotten through making my suggestion.

MR. DUDGEON: I have no objection to that, that it be incorporated.

PRESIDENT UTLEY: Do you make your suggestion in regard to the publicity of this material as an amendment to the resolution?

MISS AHERN: My suggestion was that the Committee take that as part of its definite work to report on in its next report.

MR. DUDGEON: I accept that amendment.

MR. HIRSHBERG: I second Miss Ahern's amendment.

SECRETARY MILAM: I would like to know whether Miss Ahern makes that as an amendment or just as a suggestion.

MISS AHERN: I offered it as a suggestion, but just to see what becomes of it I make a motion that the Committee be asked to put in print along the lines suggested by the Chairman the information that they have thus far evolved on the subject of certification.

PRESIDENT UTLEY: Does Mr. Dudgeon accept that amendment?

MR. DUDGEON: Yes.

PRESIDENT UTLEY: The motion is made and seconded.

MR. WALTER: May I ask if that could be simplified by saying in accordance with the second recommendation. That would cut out all the phraseology and would be longer than your suggestion but would make it simpler.

MISS AHERN: All right.

PRESIDENT UTLEY: The question is before you. All in favor signify by saying aye. Contrary?

... The motion was carried ...

DR. HILL: May I ask if the Chairman of the Committee would be in any better shape to go ahead with the work that we seem to want done if we were to reconsider the action taken by the Council?

MR. WALTER: I think Dr. Hill's suggestion is eminent-

ly a wise one. The Committee is tied up tight to a matter which is only part of its work (that is excepting in so far as it may drag it in in an unauthorized way) and absolutely prohibited from any general discussion; it is prohibited in taking part in what to me seems one of the most vital parts of the whole business, the evaluation of training agencies in relation to certification, because standard library training agencies and certificates are all together. I don't say you have to have all three, but if you have certificates you must have standards, you must have evaluation of standards. If that resolution could be reconsidered and the Committee given a little wider power we probably wouldn't be doing any different, but we would have room to do more.

MISS TYLER: That is one thing I have been waiting to suggest. The Committee has a millstone about its neck that will ground it just sure if it isn't taken away. It seems to me that Mr. Windsor and those who were at that Committee a year ago and objected to this resolution did not realize what they were doing; as I read the records of the mid-winter meeting a year ago it seemed to me it tied up the Committee by a mandate that absolutely hampered them in any other work they might do. I welcome Dr. Hill's suggestion. It seems to me it is one way out. Then the Committee is back on safe ground and can begin their investigation without being weighted down by this millstone.

PRESIDENT UTLEY: Do the members of the Council wish

to hear the resolution passed at the Council Meeting a year ago? If so, Mr. Secretary, will you read it?

SECRETARY MILAM: "To recommit the resolution to the existing Committee with direction that it formulate standards of certification and provisions which are to be recommended for incorporation in the state laws and to suggest methods by which the Association can cooperate in securing the proper legislation."

DR. HILL: Mr. President, I would like to have the first three lines reread.

... Secretary Milam reread it ...

SECRETARY MILAM: It was the resolution presented by the Committee on Certification and distributed to the Council at the meeting. It is rather long. It is the one proposed.

MR. BOSTWICK: I thought it might be possible to read that resolution for the benefit of those who were not here.

MR. WALTER: In brief, it was a resolution which approved Dr. Williamson's tentative scheme of standards as the official, as far as anything could be official, standards approved by the Council. I think it would be highly desirable, if any one has any doubts, to have that read now.

DR. HILL: As no motion is before the Council I move the reconsideration of the resolution passed by that meeting.

SECRETARY MILAM: The resolution which Dr. Hill is moving that we reconsider is to recommit the resolution to the existing Committee with direction that it formulate standards of

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certification and provisions which are to be recommended for incorporation in the state laws, and to suggest methods by which the Association can cooperate in securing the proper legislation.

PRESIDENT UTLEY: A motion is made that we reconsider that resolution.

... The motion was seconded ...

MR. DUDGEON: What is going to happen to all this report if this is not recommitted to them? It seems to me we could rescind that, but to reconsider it seems an unparliamentary thing at this time, a year afterwards, after it has been acted upon. I think the thing to do is to rescind it and not reconsider it, because I suspect we have incurred a great deal of expense and trouble as the result of that motion, and to reconsider it would make a nullity of it.

PRESIDENT UTLEY: Possibly rescind is the preferable word to use. Does Dr. Hill substitute the word "rescind"?

DR. HILL: With pleasure.

... The seconder accepted ...

PRESIDENT UTLEY: It is moved and seconded that the resolution of a year ago be rescinded.

... The motion was carried ...

PRESIDENT UTLEY: What further action do you wish to take?

MR. WALTER: As I understand it now the Committee has nothing around its neck and it can go ahead with the preparation

of such publicity material as it considers legitimate. It not only may but will cooperate with the Standards Committee as far as it can without embarrassing them, and we trust that with ardent help of the Committee there will be cooperation in every way possible. Understand that so far as I understand it doesn't involve the acceptance of any policy whatever on the part of the Association. If the Chairman understands it it is simply the preparation of the publicity material giving pros and cons. As far as possible we try to be a judge's charge rather than an attorney's brief.

PRESIDENT UTLEY: I think that is clear, Mr. Walter.

If there are no further remarks on the subject before us, we will pass to the next item on our program for the afternoon, and we will now hear a report from Mr. Compton, Chairman of the Committee on Salaries, on the subject of "Minimum Salaries". Mr. Charles Compton.

MR. CHARLES H. COMPTON: In the last annual report of the Salaries Committee it was suggested that the discussion of Minimum Salaries come up at the Council. I, at the Detroit Meeting, read the report, and submitted the following resolutions:

"The American Library Association believes that more adequate salaries must be paid to librarians and library assistants if the public library is to hold and develop its place as an important educational agency.

"It believes that a library assistant with a college education and one year of training in an accredited library school should receive not less than \$1620 a year as a beginning salary; that an assistant with less than a full college education and with one year of training in an accredited library school should receive not less than \$1380 a year as a beginning salary; that an assistant with only a high school education and one year of training in a library-training class (with courses of instruction which approximate those of an accredited library school) should receive a beginning salary of not less than \$1200 a year; that an assistant lacking formal training, but having had experience in well managed libraries should receive the beginning salary of the class whose requirements are most nearly equalled by the length and character of the experience.

"Higher minimum salaries should prevail in cities where the cost of living is above the average, and in positions demanding considerable responsibility.

"Library salaries in every city and state should be adjusted to meet the competition of business, teaching and other vocations, especially in that city and state, to the end that more well qualified persons may be attracted to library work."

... Mr. Compton read the report of the Committee on Salaries ...

PRESIDENT UTLEY: Mr. Compton, do you wish to move that these resolutions be adopted?

MR. COMPTON: I should prefer that somebody else move the adoption of them.

PRESIDENT UTLEY: What action does the Council wish to take with reference to it?

DR. ANDREWS: I move that we accept the report of the Committee.

... The motion was seconded ...

MR. VITZ: I was wondering if there would be a possibility of having it printed in its entirety, there is so much ammunition in that.

PRESIDENT UTLEY: I think that can be done, can't it, Mr. Secretary?

SECRETARY MILAM: It will be done.

... The motion to accept the report was carried ...

PRESIDENT UTLEY: What action do you wish to take with reference to the resolutions read?

DR. ANDREWS: I move the adoption of the first, the third as read, and the last. I am totally opposed to the policy involved in the passage of the second resolution, for the very reason it seems to me it is impossible to evaluate those other factors of which the Committee have accounted.

I will make a motion in that form. I am heartily in favor of the general statements made.

... Dr. Hill seconded the motion ...

PRESIDENT UTLEY: Dr. Andrews moves, Dr. Hill seconds,

that paragraphs 1 and 3 as read, and 4 as mimeographed, be adopted. That is as read and not as printed.

MISS RATHBONE: May I ask if Dr. Andrews opposes the principle of minimum wage or the principle of the work on which the evaluation is placed?

DR. ANDREWS: To a certain extent both. I do not believe in the principle of the minimum wage, but I believe even if it could be applied to more uniform conditions and more uniform qualifications it could not be applied to such a matter as the engagement of library assistants where the conditions vary with each institution.

The Committee have not inserted the word which Miss Rathbone kindly inserted in her resolution, that this refers to public libraries, therefore we must assume that this is the recommendation of the Association or the Council in part to all managers of university libraries, of little libraries like mine, of the little bits of libraries that perhaps are only open for a few hours a week. There is no qualification of these statements, and there is immense difference in the conditions of work. Many a person could and would cheerfully work for less in Pasadena or Riverside than they would in Chicago -- and I would myself -- and on the other hand there are people to whom the mental and artistic attractions of New York or Chicago or Boston, the literary attractions of Boston, would appeal far more than the natural beauties of Pasadena or Riverside.

I believe we cannot make definite statements which will mean anything to our Board, and unless they mean something to the men that are going to determine on salaries it isn't much use for us to pass them. That is my belief and why I have made the motion in the form that I have, with the general belief that we ought to meet competition, that we don't meet it at the present time and that the payment should be in proportion to the responsibility placed upon our people.

DR. LOCKE: What is an accredited library school? In my ignorance I don't know what that means.

PRESIDENT UTLEY: Can the Chairman of the Committee on Salaries tell us what he had in mind?

MR. WHEELER: If we should vote yes on that motion as it stands now we should simply have a general statement saying that we believe there should not be minimum salaries. Last year we adopted a resolution saying that libraries should get under ordinary conditions a dollar per capita for support. I believe a great many libraries found that one of the most useful documents they could have. I suppose the only way that we could get a statement of that sort would be to change the motion and have a substitute motion. Wouldn't it?

I, therefore, make a substitute motion that we accept the recommendations as they stand.

... The substitute motion was seconded ...

PRESIDENT UTLEY: Do you accept that, Dr. Andrews?

DR. ANDREWS: No.

PRESIDENT UTLEY: We can act on the passage of Sections 1, 3 and 4, and act separately on the second paragraph. It seems to me that would be a satisfactory solution.

MR. BOSTWICK: If Mr. Wheeler wants to get it right before us at first why doesn't he move to amend by inserting Paragraph 2?

MR. WHEELER: I do move that.

... The amendment was seconded ...

PRESIDENT UTLEY: Is that acceptable to the mover of the original resolution?

DR. ANDREWS: It is not.

DR. HILL: Isn't that open to discussion at all?

PRESIDENT UTLEY: Yes.

DR. HILL: As I am on my feet I want to say that I am opposed to it totally and heartily and every way that you please. It seems to me that it is giving altogether too much credit to library schools and graduates. There are a good many members of staffs in different libraries that are almost as capable as graduates of library schools and they ought to receive consideration, and they don't receive the proper consideration in this resolution.

MR. COMPTON: May I point out the section where it says that an assistant lacking formal training, but having had experience in well managed libraries, should receive a beginning salary of the class whose requirements are most nearly

equalled by the length and character of the experience."

Perhaps that needs a word of explanation. What is intended is that if an assistant has received experience which equals library school training at that time she should go and begin at the same class as the person who has had library training. The librarian decides after two years if two years experience is equal to a year of library training; then they ought to receive the same salary as a person from a library school. That may not be as plain as it should be, but that was the intention.

MR. WALTER: Would the insertion of that meaningless but useful word, "But having had equivalent experience," make it any better? It is like a boy said about a lie, "It is an abomination to the Lord but an ever present help in time of trouble."

I move that paragraph be amended by the insertion of the word "equivalent" before experience.

... The motion was seconded ...

DR. LOCKE: I know what an accredited high school is, and I know what an accredited college is because I inspected them for ten years, but I don't know what an accredited library school is. May I ask the President to inform me?

PRESIDENT UTLEY: Will some one answer Dr. Locke's question?

DR. LOCKE: I want the President to answer it. I want some authority.

MR. COMPTON: I think what the Committee had in mind

was a full year's course.

DR. LOCKE: Why doesn't the Committee say it then, and not use a word that one can't understand?

MR. WALTER: May I state along Dr. Locke's line that that is exactly the trouble, and I am very glad to have a chance to explain. That is just exactly the trouble I am having now with the revision of that training for libraryship pamphlets. The list of schools is not going to suit anybody, simply because there is no criterion for schools, and I don't know whether the criterion which I have suggested is going to be acceptable to the Editorial Board at all.

I think that if Dr. Locke's suggestion were made, that a library school giving a full year's training, unless you want to put library, that it would help in most cases.

DR. LOCKE: That means duration of time. Is there any way of telling what that course is, or is it simply a duration of time, to spend nine months in training of some kind or other? That is quantitative; it is not qualitative, and when I am hiring anybody it is quality I want and not quantity.

DR. HILL: It would seem as though the Committee in framing this resolution are having just as much trouble as Mr. Walter's Committee on Certification. We must, in the first place it seems to me, define this term "accredited library school".

There must be an agreement on the part of the Council as to what that means. We can't take here in this Council the in-

tention of the Committee. The intentions must be put in plain language, and certainly they are not now, because Mr. Compton has made some remarks which clear up the matter a little, but the definition of the term "accredited library school" must receive first the sanction of the Council before we adopt this resolution.

MR. REECE: I would like to recall the comment made by Mr. Walter in his report to the effect that this very definition is one of the things that has been taken away from the prerogatives of the Committee on Certification, Standardization and Library Training.

MR. COMPTON: I would suggest that we cut out the word "accredited".

DR. HILL: I move that this resolution be laid on the table.

PRESIDENT UTLEY: Does Mr. Wheeler accept the amendment that the word "accredited" be deleted?

MR. WHEELER: Yes.

PRESIDENT UTLEY: All those in favor of amending the resolution by inserting the second paragraph say aye.

DR. HILL: Excuse me, the motion was that this word "accredited" be omitted.

PRESIDENT UTLEY: No, that was accepted by the mover.

MR. WHEELER: I accepted that amendment to withdraw that word.

PRESIDENT UTLEY: If the members of the Council are not clear as to what they were voting we will vote again. The motion before us is, all those in favor of including this second paragraph in the resolution before us will please stand.

... The motion was carried, twenty voting for and five against the motion ...

PRESIDENT UTLEY: The amendment is carried and Section 2 is included in the resolution.

DR. ANDREWS: I now move that the words "in public libraries" be added after "believes that" in order that it may not apply to university libraries.

MR. BOSTWICK: Why not say "that a public library assistant"?

DR. ANDREWS: That is all right.

MR. COMPTON: We had in mind all library assistants. This is on the basis of training, not position.

DR. ANDREWS: Then I maintain that it does not apply to employees in university libraries and such, and in my opinion as a member of the Council we ought not to make this recommendation as applying to such libraries, and I don't want it to apply to libraries under special conditions like my own.

PRESIDENT UTLEY: Dr. Andrews made a motion that the word "public" be inserted in the first line before the word "library" in the second paragraph. Is that motion seconded?

MR. BOSTWICK: I will second that.

MISS AHERN: From my knowledge of what assistants in libraries connected with educational institutions are receiving, it seems to me that if they be members of the American Library Association they are quite in need of the same protection as those who are in what Dr. Andrews terms public libraries. By the way, I don't want to start another discussion from the same line, but just what is a public library?

PRESIDENT UTLEY: These resolutions are before us with the insertion of "public" in the second paragraph and the word "accredited" has been deleted.

DR. HILL: Is the Committee willing to change that last sentence so that assistants having library training in public libraries could be brought out there in some way? You say "lacking formal training". Couldn't that be defined in words rather than in your mind?

MR. COMPTON: What is your suggestion?

DR. HILL: I haven't any suggestion; I am not on the Committee.

PRESIDENT UTLEY: All those in favor --

MISS SARGENT-SMITH (interrupting): Was not the report of the Committee based entirely on findings from public libraries and not from any other libraries?

MR. COMPTON: As far as the budget and assistants are concerned it was limited to public libraries. As far as the salaries of library school students at the present time it was not

80.

MISS SARGENT-SMITH: I should think then we should not insert the word "public" because this is the outcome of what you have found from both kinds.

MR. COMPTON: It is the outcome of what we found from the budgets of systems in public libraries, but that was only one item of the different subjects considered in the report.

MR. KERR: Representing one type of educational institutions I would like to say that the standards already set and already adopted by the Association for normal school libraries and teachers in colleges are above the standards suggested by this resolution.

I happen to know that the other evening here the representative of the small colleges discussed this very matter as to how salaries might be increased. I think they need the protection of a resolution like this, and representing educational libraries I would like to see the educational libraries left in the resolution.

MR. COMPTON: I would like to ask Dr. Hill if that last part of the second paragraph read as follows it would meet his wishes:

"That an assistant lacking formal training" --

PRESIDENT UTLEY (interrupting): Are you willing to postpone that until we vote on whether the word "public" shall be

included?

MR. COMPTON: Yes.

PRESIDENT UTLEY: All in favor of the insertion of the word "public" in the first line of the second paragraph will please say aye.

... The motion was lost ...

MR. COMPTON: "That an assistant lacking formal training, but having had equivalent training or experience in well managed libraries should receive the beginning salary of the class whose requirements are most nearly equalled by the length and character of the experience."

DR. HILL: I would like to get rid of that word "formal" and put the word "equivalent", that is, "having equivalent training or experience in libraries".

MR. COMPTON: "That an assistant lacking training but having had equivalent training or experience in a well managed library should receive the beginning salary of the class whose requirements are most nearly equalled by the length and character of the experience."

DR. HILL: There may be just as formal training in the library as in the library schools.

MR. BOSTWICK: He says "lacking formal training".

DR. HILL: But it may not be considered by the library school as formal training.

PRESIDENT UTLEY: Do you mean the crossing out of

"formal" and the insertion of the words "equivalent training or experience"?

MR. COMPTON: Yes.

MR. BOSTWICK: Then you have "lacking training but having had equivalent training". It seems to me that is nonsense.

MR. COMPTON: You could say "library school training".

PRESIDENT UTLEY: The amendment then reads, "that an assistant lacking library school training, but having had equivalent training or experience," and so on.

MR. COMPTON: That is correct.

... The amendment was seconded ...

PRESIDENT UTLEY: All in favor of the amendment of the second paragraph as just read will please signify by saying aye. Opposed?

... The amendment was carried, thirteen voting for and one against the amendment ...

PRESIDENT UTLEY: Are you ready now to adopt the resolution as amended?

All in favor of the resolution as amended signify by saying aye.

... The resolution was adopted ...

MR. DUDGEON: I am in a puzzle about what is going to happen now. Do we understand that all those are willing to pay the tail end assistant of every library without experience \$1680?

I think that ought to be brought to the attention of the poor members of the library class throughout the country.

MR. ROOT: Did you vote on one, three and four?

PRESIDENT UTLEY: We voted on one, two, three and four.

Is there any other business to come before the Council?

... The meeting adjourned at four-forty o'clock ...

ADJOURNMENT