

M E E T I N G  
of the  
C O U N C I L  
at the  
FORTY-SIXTH ANNUAL CONFERENCE  
of the  
AMERICAN LIBRARY ASSOCIATION

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Convention Hall

Saratoga Springs, N. Y.

Monday Evening, June 30th, 1924

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I N D E X

P A G E

Call to Order.....	1
Report of Temporary Library Training Board.....	1- 9
Action re Status of Committee on Library Training.....	9
Action re Status of Committee on Certification and Library Training.....	10
Report of Committee on Federal and State Relations....	11-23
Report of Committee on Biennial Versus Annual Conferences.....	23-26
Remarks by Mr. Price of Re-Classification Commission..	26-39
Adjournment of Council Meeting.....	39

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...The meeting of the Council was called to order at 8:30 P. M. in the Convention Hall, Saratoga Springs, New York, Mr. J. T. Jennings, President of the American Library Association, presiding, and Mr. Carl H. Milam, Secretary of the American Library Association, acting as Secretary of the meeting...

THE CHAIRMAN: The Council will come to order.

The first item on our program is the report of the Temporary Library Training Board. You will remember that at the meeting one year ago at Hot Springs, Arkansas, the Council authorized the appointment of a Temporary Library Training Board. That Board is ready to submit its report. I will ask Secretary Milam to read the report, but before doing that let me state that since this is a meeting of the Council we have reserved the first six rows of the middle section for Council members. We'd like to have all members of the Council who are present sit somewhere in these first six rows in the middle section and we'd like to reserve those first six rows only for members of the Council. The discussion and voting will naturally be limited to members of the Council. We dislike very much to draw that line, but please remember that the Association itself created the Council for this specific duty--to discuss questions of policy and to determine them. This is your opportunity to see the Council which you created in operation.

Mr. Milam will proceed with the reading of the report of the Temporary Library Training Board. Before he begins may

I say one thing more. We have moved the speakers' seats on the platform further back because we understand you can hear better. We'd like to know if you can hear now. And I will also have to ask all of the speakers to speak as budly as they can.

...The Secretary reads the report of the Temporary Library Training Board...

THE CHAIRMAN: I think before we proceed further with the meeting it may be advisable to have the Secretary call the roll of members of the Council. We did not do this at the beginning because they were still coming in. Will the Secretary call the roll and will you answer by voice?

...The Secretary calls the roll of Council members...

THE CHAIRMAN: We will proceed then with consideration of the Training Board's report, and I think that it is appropriate to ask Mr. Strohm, the Chairman of the Board, if he has anything further to say in presenting the report. Mr. Strohm.

MR. ADAM STROHM (Chairman, Temporary Library Training Board): Mr. President, It is my privilege to recommend on behalf of the Training Board that the report just presented be accepted and the recommendations be adopted by the A. L. A. Council. The Committee has endeavored to obtain the advice and opinion of as many interested parties as we have been able to reach within the time at our disposal. The New Year hearing in

Chicago and the Open Meeting in New York were made possible through the subsidy of the Carnegie Corporation to whom hearty thanks are due. The Committee has had the benefit of the untiring industry, tact and competent gathering of data by the two Secretaries, Misses Bogle and Howe, to whom the Board desires to register its deep sense of gratitude and regard.

The approval sought is not prompted by a desire on the part of the members of the Board to harvest personal or professional credits, but rather from a very deep feeling that the aims reached for in the report are of vital importance to the future of library service. Inevitably there are details in this report which arouse differences of opinion but that very fact proves the importance of the issue before us and the need of advance. Towering above it all is the conviction, shared by all members of the Board, that a Training Board is a very sorely needed agency, in the promotion of education for librarianship. It would be idle to speculate how permanent it may prove to be. The word "permanent" is a dangerous term in face of the growth and rapid changes of American life and standards. But it is needed now. The situation clearly calls for more production.

In the course of our labors we speedily became conscious of the searching analysis and wide-awake attitude taken by the various training agencies in the findings of the Board as they emerged. The Board deeply respects the pride and the

deep sense of responsibility which have actuated the representatives of these agencies in presenting their views. In acknowledging this, however, we also realize and desire to take a stand that the issue before us--namely, the education for librarianship--sweeps a larger group than these agencies alone. It touches primarily the rights and ambitions of the large body of all library workers in cities and villages in the A. L. A. territory. Such a Training Board should be a council to advise and point out the road leading to increased usefulness to those who are eager to make a contribution and who anxiously ponder over their professional future, and to those who are approaching the threshold of our libraries as applicants for enlistment.

The human material invested in library service has the first call on our sense of responsibility.

Only a few weeks ago I had the privilege of spending an evening with the guiding genius of one of our large public utilities in Michigan. He is a rugged individual over seventy years old. He acted as a host in showing us about in one of his new gigantic power plants which is to serve the industrial and domestic needs of a vast area. During the conversation he disclosed his intention of dismantling another plant erected fifteen years ago and constructing a new one wholly in accordance with his own ideas and his large experience. This is to be his last creation, and will, no doubt, crown his distinguished career as an engineer.

On asking him what he had in mind when even this unit, as yet only in his mind, is a concrete fact he declared without hesitation that he hoped some of his many able lieutenants would instantly plan to build another one to take care of the future. Such are the compelling workings of evolution and demonstrate that we are all pioneers travelling toward the receding horizon. The plant referred to is vitally needed for power and light of commercial character. How much more pressing is the need of skillful builders and power plants in our field of activity where the intelligence, comfort and happiness of humanity are at stake and the clear light of another order is to be provided?

It is in this spirit that our report is submitted-- with the earnest hope of the Board that the members of the A. L. A., high and low, veterans and the youngest recruits, will forget self and rise to embrace a great opportunity for a service of infinite possibilities. (Applause)

THE CHAIRMAN: You have heard the motion from Mr. Strohm moving the acceptance of the report and the adoption of the recommendations.

MR. CARL B. RODEN (Librarian, Public Library, Chicago, Illinois): Mr. President, I'd like to assume the privilege of seconding the motion that has been so impressively presented. I think the impressive address of the Chairman of the Temporary Library Training Board corresponds entirely to our own realiza-

tion of the importance of this occasion.

From my geographical location I have perhaps had more opportunity than most to remain continuously familiar with the activities of this very earnest and sincere and able Board, its aspirations and its accomplishments, although I do not think that I have looked forward to the submission of this report this evening with any more interest than have all of us who have realized the importance of the occasion and of the opportunity that the Chairman has referred to.

The report as read--and most of us have read it before--embodies the half articulated convictions that all of us have harbored, that the time is now ripe and the moment is now here when we must face the fact that the machinery for training for librarianship is on trial and is in need of revision and reform. And from my contact with the members of that Board and from my study of that report, I am convinced that the findings and the recommendations that are here submitted are not only submitted in the spirit of the utmost earnestness but have been derived from a study to which not only fairness but great ability has been devoted and the results of which in their broad outlines we may all subscribe to not only from the conviction of the importance and necessity of this step but as a tribute to the great labors and the great results that are manifested here tonight in this printed report.

Mr. President, I desire to second the motion.

DR. CLEMENT W. ANDREWS (Librarian, The John Crerar Library, Chicago, Illinois): Mr. President, I would like to move an amendment. Mr. Roden has expressed my own opinion so strongly that I think that this vote to accept and adopt ought to be accompanied by a second clause expressing the thanks of the Council for the services of the Board in preparing the report.

THE CHAIRMAN: The Chairman of the Board may feel that that is rather inappropriate.

DR. ANDREWS: That is why I move it as an amendment, sir, instead of asking him to accept it.

MR. RODEN: I second the amendment.

THE CHAIRMAN: You have heard the amendment to Mr. Strohm's motion that the motion be accompanied with a vote of thanks on the Board's work.

...The amendment is carried...

THE CHAIRMAN: The question is then on the original motion of Mr. Strohm, as amended, that the Council accept the report of the Temporary Library Training Board, adopt the recommendations, the four recommendations, with the thanks of the Council to the Training Board.

Is there any discussion on the report?

...The question is called for...

...The motion, as amended, is carried...(Applause)

THE CHAIRMAN: The next item on the Council program--

DR. ANDREWS (Interpolating): Mr. President, I rise to a point of information. What has become of our Committee on Library Training? I suppose that this takes the place of it.

THE CHAIRMAN: That is on our docket for the Council to consider. I presume it might very well come in. Do you mean the Temporary Training Board or the Committee on Library Training?

DR. ANDREWS: I mean the regular standing Committee on Library Training.

THE CHAIRMAN: We had that on our docket, Dr. Andrews, as a recommendation from the Committee on Library Training. I think it might very well be shifted to this point in the program which the Council will consider now.

MISS JUNE R. DONNELLY (Professor of Library Science, Simmons College, Boston, Massachusetts): Mr. Chairman, may I move for a reconsideration of that vote? I voted for it. I'd like to ask for a reconsideration in order to suggest one or two slight modifications.

THE CHAIRMAN: Is there a second to Miss Donnelly's motion?

...The motion to reconsider is seconded...

THE CHAIRMAN: It is moved and seconded that the vote just taken be reconsidered.

...The motion is lost...

THE CHAIRMAN: Mr. Malcolm Wyer has been Chairman of the Committee on Library Training and I think the report of that Committee which you have in your printed reports recommends that if a Permanent Training Board is to be appointed that the present Committee on Library Training be abolished.

I will ask Mr. Milam to read that recommendation from the printed report.

THE SECRETARY (Reading):

"If a permanent Board is appointed in accordance with the recommendation of the Temporary Library Training Board the A. L. A. will have no further need for this Committee on library training."

THE CHAIRMAN: What is your pleasure with regard to the recommendation from the standing Committee on Library Training?

DR. EDWIN H. ANDERSON (Director, Public Library, New York City): I move that it be adopted, Mr. President, thanking them for their services.

...The motion is seconded...

THE CHAIRMAN: It is moved and seconded that the standing Committee on Library Training be abolished in accordance with its own recommendation and that they be thanked appropriately for their services.

...The motion is carried...

THE CHAIRMAN: I think there is still another Committee with a similar recommendation, the Committee on Certification and Library Training having made a similar recommendation which I will ask the Secretary to read.

THE SECRETARY: The Committee on National Certification and Library Training has adopted the following resolution:

(Reading)

"RESOLVED: That the subject of National Certification and Library Training which has so far constituted the work of the Committee on that subject be henceforth considered a part of the field to be covered by the permanent Training Board; and that, on the establishment of such a board, the Committee on National Certification and Library Training shall be discontinued."

THE CHAIRMAN: What action will you take on this recommendation from the Committee on Certification?

DR. R. R. BOWKER (Editor, Library Journal, New York City): I move that this second "hara-kiri" proposal be adopted and the Committee thanked. (Laughter)

...The motion is seconded...

THE CHAIRMAN: It is regularly moved and seconded that the recommendation of the Committee on National Certification and Library Training be adopted and the Committee appropriately thanked.

...The motion is carried...

THE CHAIRMAN: May I ask Mr. J. I. Wyer if he is ready to report on the Book Post?

MR. J. I. WYER (Chairman, Book Post Committee): Mr. President, if the Secretary has the resolutions at hand I shall be glad to add any word that may be necessary in the presentation. If they are not immediately at hand I have them in my hands and will read them.

The first one listed on the program is one in relation to a Book Post. It is the suggestion to your Committee of Mr. A. L. Spencer, who for years has been the very ardent and disinterested sponsor for a Book Post before several Congresses and before very many of the learned societies of this country that are interested in it and it is this, and grows out of his difficulty in getting the attention of Congress effectively, in not merely this last session which perhaps may be better understood than some others, but sessions in the past. (Laughter)

The resolution is this: that there be prepared, or that the project for a library post, a cheap rate on books sent between libraries and librarians and between librarians and their immediate subscribers, be made the major legislative activity of the A. L. A. within the coming year and that a pamphlet be prepared of not more than fifty pages which shall be entitled, "The Case for the Library Post", that to be distributed widely through any available channel.

That is the recommendation that I propose from the Committee on Federal and State Relations. It will open up an effective propaganda looking toward the more vigorous prosecution of this matter.

DR. BOWKER: Mr. President, I second the motion with the additional word that this is the very opportune time for that propagandism to start. There has been an important Congressional Committee on Revision of the Postal Rates and Laws which is expected to report at the coming session. That report will doubtless propose an increase in postal rates, as you probably have learned from discussion of this question by the President and others.

That it is desirable to make this a major feature of the A. L. A. program is perhaps questionable and a pamphlet of fifty pages would be unfortunately too much in the nature of most of the legislative documents and party platforms. (Laughter) But I wish to second the motion as presented by the Committee for the sake of emphasising both the importance and the present desirability of the recommendation.

MR. ERNEST C. RICHARDSON (Director, Princeton University Library, Princeton, New Jersey): I suppose it would be rather sudden to attempt to introduce this into the Democratic platform, or too late. (Laughter) If that proposition failed at the same time we have the Republicans at least committed to do as well. If I understand it, the tenor of the Republican

platform is that we ought to do all those educational and sanitary things—that ought to be done that we ought not to do it with the League but we ought to do it on the side. Now with these two commitments I remark that one of the activities of the Library Association which has been sprung upon the world by the League of Nations through its Committee on International Cooperation is one of the objects to which they urged their members, that this be put in use.

DR. BOWKER: Mr. President, couldn't we appoint Professor Richardson unofficial observer? (Laughter)

MISS MARY E. AHERN (Editor, Public Libraries, Chicago, Illinois): Mr. Chairman, I should like to ask simply for information to what and how far does this commit the Association to embody in the resolution the words, "The major interest in legislation", or something to that effect?

MR. WYER: Mr. President, I was about to say that the Committee is not at all insistent upon that phraseology. I think as I read it the word used was "the" and it may equally well be "a", and I will be glad to have it stand that way, naming it as one of the major features.

THE CHAIRMAN : Will you state, Mr. Wyer, the two recommendations that you make?

MR. WYER: The two recommendations are that this project be made a major subject of legislation by the A. L. A. during the coming year and that a pamphlet of not to exceed--I

read fifty pages; you can fix it at anything you like; twenty-five, if you like--but we want a bit of effective propaganda with some names of individuals and associations of influence to be used where now we have nothing to use that is effective and succinct, a bit of propaganda to use in that way. The amendment may read twenty-five instead of fifty and a major object of legislation.

DR. ANDERSON: Mr. President, it seems to me all librarians ought to know that sheets of paper fold into the eights and sixteens and not twenty-five. Sixteen pages at the most, so that it will be read, are a great deal better than fifty pages that nobody will read.

MR. WYER: Mr. President, I accept the amendment. The Committee, I am sure, accepts the amendment heartily, meaning only that in excessive zeal for a great cause these little measurements and dimensions were overlooked. (Laughter)

THE CHAIRMAN: Is it necessary to specify any number of pages?

DR. ANDREWS: Mr. President, may I ask for some information? It says this is opposed by the Post Office Department because they are not sure of how big a deficit it will cause. I'd like to have some information. I pay an income tax and I'd like to know the exact bearing of this thing on an income tax. Really and truly and seriously I do want to know what we are really asking, whether we are asking one or two cents

on the rates given to carry it as they do the newspapers at much less than cost or at cost. It will make a difference in my vote to have that information.

MR. WYER: It is rather a long story but I think it can be summarized as briefly as possible in this way, that it is not expected that this decrease in book rates will mean an added expenditure to the Government or an increased deficit to the Post Office Department and greatly for this reason, that the burden of the new service falls upon the rural postal service which is not over-crowded, which has space and facilities for adding greatly to work and its service without additional expense.

THE CHAIRMAN: Is there any further discussion?

DR. BOWKER: Mr. President, as I understand from the report which is to be had from the Committee on Biennial or Annual Elections nobody reads or pays any attention to the A. L. A. Bulletin or library periodicals, it may be that some here do not know just what the current bill means. I am glad to note that the report of the Committee does not propose that any one bill should necessarily be supported but the pending bill is a proposal practically that from the initial charge of in the first and second zones five cents per pound, there is to be deducted four cents, leaving the rate for the local libraries and their constituents at one cent a pound. As has been pointed out that would be chiefly a matter of the rural free

delivery post and should not be expected to add substantially to the cost of the postal business.

But it is very important for local libraries, one of the most important educational works that the Post Office can undertake, and we ought to certainly give our unanimous support, notwithstanding some criticism of some carping critics here, particularly from Chicago. (Laughter)

THE CHAIRMAN: An ordinary book weighs from one and one-third to one and one-half pounds. Under the present rate to send that book in the first zone rural delivery it costs six cents, round trip twelve cents. Under the rate proposed in this bill the cost would be two cents, round trip four cents.

...The motion is carried...

THE CHAIRMAN: There is another report from the same Committee, Mr. Wyer's Committee on Federal and State Relations.

MR. WYER: On page #29 of the Annual Reports pamphlet which is in the hands of many of you occurs this recommendation:

"WHEREAS, the scientific study of state legislation in the United States is seriously hampered by the lack of an adequate index and digest of the laws passed by the various states; therefore, be it

"RESOLVED: That the American Library Association hereby petitions the Congress of the United States to make an appropriation adequate for the preparation and publication of an an-

nual index and digest of the state session laws through the agency of the Library of Congress."

The source of the recommendation is indicated in the report in the pamphlet alluded to. I will be very glad on behalf of the Committee to add anything that will be of interest, or to answer any questions. I will say only now that there is no such index legislation at the moment. There has been one. It is discontinued and its discontinuance has been universally regretted among students of legislation and this comes from three or four of the national associations most concerned who are appealing to our own Association as well as to others for such a resolution for support.

The other one was published for a good many years by the New York State Library and the manuscript for two years of it was destroyed by fire in 1911. It was impossible to restore that manuscript and it has been almost impossible to take up those two years of arrears or to go further with the work. It has also been difficult, impossible perhaps, with that handicap of two years in arrears to get an appropriation from the State Legislature on the ground, and the very reasonable ground, that it was the business of the nation, from the National Library, to prepare an index national in scope and not the business of a single state.

DR. BOWKER: That commercial enterprise has been discontinued, has it not?

MR. WYER: Yes, discontinued.

...The motion is seconded...

THE CHAIRMAN: I presume that the Committee is acquainted with the attitude of the Library of Congress regarding this resolution. Dr. Putnam would favor this resolution, Mr. Wyer?

MR. WYER: I have had no direct communication in this particular instance but I have had assurances from the Librarian of Congress in the years that have intervened since the discontinuance of our own index that he agreed that it was the appropriate function of the Library and would be glad to undertake it if additional appropriations enabling it to be done were furnished. I have not had that in the immediate past but some years ago.

MR. H. H. B. MEYER (Acting Director, Legislative Reference Service, Library of Congress, Washington, D. C.): Mr. President, there has been some correspondence between Dr. Putnam and some prominent gentlemen connected with these other organizations who are interested in this index and the replies of Dr. Putnam have been favorable in every instance provided the necessary funds can be provided by Congress.

THE CHAIRMAN: In your opinion there would be nothing in the adoption of this resolution by the A. L. A. Council that might embarrass Dr. Putnam?

MR. MEYER: I think it would strengthen the situation

if the Council adopted the resolution.

I move its adoption.

...The motion is seconded...

DR. BOWKER: Mr. President, I may illustrate the importance of this index by the experience I had this spring in visiting the State Library at Tallahassee, Florida. I made a quasi-official visit as an unauthorized member of this Council to the State Librarian in the admirable building in Tallahassee, which is like Mr. Goddard's building in Hartford. We found the State Librarian in his official uniform of shirt sleeves. On examining him informally we found he had never been at a library meeting of any kind. When I asked him as to the condition of the City Library at Tallahassee he said he had never been inside of it and when I saw Mrs. Cobb in Georgia, a fact which is supported by Mr. Wyer's experience, I found that he never answered a letter, so that even the session laws of Florida are absolutely unknown to the other states and if the Librarian of Congress can extract any information from that source it will be a natural boon. (Laughter)

THE CHAIRMAN: Is there any further discussion?

...The motion is carried...

THE CHAIRMAN: Have you still another, Mr. Wyer?

MR. WYER: I regret to be obliged to put another one before the Council, not desiring to monopolize the time of this body. This is a resolution supported unanimously by the Commit-

tee on Federal and State Relations, not received in time to be printed in its report, which will be offered here.

(Reading)

"WHEREAS, the Public Library of the District of Columbia is inadequately supported, largely because Washington is not a self-governing city and its institutions are dependent for appropriations on the Congress of the United States; and

"WHEREAS, the half-million residents of Washington must depend upon the public library for library service, and cannot borrow books from the Library of Congress as is done by the Members of Congress; and

"WHEREAS, the American Library Association in 1921 adopted as a standard the sum of one dollar (\$1.00) per capita as a reasonable minimum revenue for maintaining a good public library system, and the allowance for the support of the Public Library of the District of Columbia is less than one-half of that standard minimum; and

"WHEREAS, the public library of the nation's capital should not lag behind the best standards of library service but on the contrary should exemplify to American and foreign visitors the most approved public library practice; therefore, be it

"RESOLVED: That the American Library Association respectfully urges upon Congress more liberal appropriations for the Public Library of the District of Columbia and the inaugura-

tion of plans that will develop in the capital of the nation a public library system that will exemplify the best American methods and standards of library administration."

I respectfully move, sir, the adoption of this on behalf of the Committee on Federal and State Relations.

...The motion is seconded...

DR. ANDERSON: Mr. President, it seems to me that it is doubtful wisdom for this Association to send such a petition as that to Congress. A dollar per capita, did I hear him say? We should be glad to have fifty cents per capita in New York. I am afraid that a resolution of that sort would interfere with the other resolution about the Book Post which is really the business of this Association. Next we might be asked to pass a resolution in favor of an adequate resolution for a state library or a public library or some other library. It seems to me that that is a dangerous precedent.

MR. MATTHEW S. DUDGEON (Librarian, Public Library, Milwaukee, Wisconsin): I think it is fair to state that to our representatives in the Federal Government and to tell our representatives in the Federal Government, which puts this question in an entirely different class than it would be for us to make this recommendation to the state as the Government officials have no relation whatsoever. We are certainly, it seems to me, in a different relation than a library that is under direct control. And it seems to me that it is our funds

that we are asking them to pass on. At least, it is our people that are controlling it. But it seems to me that we have a concern here that we would not have in another state.

DR. ANDERSON: Mr. President, we have Canadian members. Should we pass a resolution in favor of an increased appropriation for the public library of Ottawa?

MR. WILLIAM J. HAMILTON (Librarian, Public Library, Gary, Indiana): Mr. President, the Public Library of Ottawa is supported not by a national grant. It seems to me that as a national association here we would do very well to formally put before Congress such a petition and then in addition we can bring to our individual Members letters backing up the resolution. I think we are altogether within our rights in doing the square thing to present such a recommendation to Congress.

THE CHAIRMAN: Is there further discussion?

...The motion is carried, on rising vote...

THE SECRETARY: The vote is 44 to 20.

THE CHAIRMAN: Is Mr. Goddard ready to report regarding Biennial Conferences?

DR. ANDREWS: May I ask the Council to be kind enough to refer to the Federal and State Relations Committee the question of the simplification of making inter-library loans between the United States and Canada? I don't know how many other reference libraries have had the same trouble as we have had, but it seems to me that when you have signed four express

certificates to get a book out of this country and the Canadian Government comes down for four more to get it into Canada, that there might be a simplification somewhere and I hope that the Council will request the Federal and State Relations Committee to see if they cannot make some simplification of the cutting of the red tape on what is really just a personal service between two educational institutions.

THE CHAIRMAN: Do you make that as a motion, Dr. Andrews?

DR. ANDREWS: I will make it as a motion.

...The motion is seconded...

...The motion is carried...

THE CHAIRMAN: Is Mr. Goddard here? Are you ready, Mr. Goddard, to report on Biennial Conferences?

MR. GEORGE S. GODARD (Chairman, Committee on Biennial Versus Annual Conferences): Yes sir.

(Reading)

"The Committee on frequency of meetings of the A. L. A. is of the opinion that there is not sufficient demand among the membership of the Association at this time to warrant a departure from the time-honored custom of holding Annual Meetings. The Committee reached this conclusion on the following grounds:

"At the Midwinter Meeting of the A. L. A. Council, January, 1924, a communication from the Rhode Island Library

Association was presented, asking the President of the A. L. A. to appoint a committee to consider the matter of annual and biennial meetings and to make a report at this meeting. In accordance with an affirmative vote on the proposition passed by the Council, the President appointed the following Committee to consider the matter and make a report: George S. Godard, Hartford, Conn; W. O. Carson, Toronto, Ont; Carleton B. Joeckel, Berkeley, Cal; Fannie C. Rawson, Frankfort, Ky; and Mary Eileen Ahern, Chicago.

"In order to avoid any increase in the amount of necessary correspondence with which every librarian is burdened, the Committee decided to use publicity means at hand to reach the members of the Association. Accordingly, the notice was published in the A. L. A. Bulletin, Library Journal, Public Libraries, and a number of commission bulletins.

"Members of the Association were requested to send an expression of their opinion and reasons for the same to the Committee. The replies indicated very definitely the feeling. The total answers growing out of this appeal were 21, as follows: Yes--17; No--4.

"The Committee has considered the situation carefully and recommends that the question be referred to a formal vote of the entire membership of the A. L. A., the time, place and method of such vote to be determined by the Executive Board."

Now, Mr. Carson and Miss Rawson--I don't know if they

are at this Conference, so Mr. Carson has not seen this report, but Mr. Joeckel and Miss Ahern and the Chairman have formulated and agreed upon this report which I respectfully move the passage of.

DR. FRANK P. HILL (Librarian, Public Library, Brooklyn, N. Y.): Mr. President, I don't know that I got the motion. Was it merely that the report be accepted?

THE CHAIRMAN: Yes.

DR. HILL: I am quite satisfied if it isn't adopted.

MR. GODARD: Mr. President, the report of the Committee is that the formal vote be taken at such time, place and method as the Executive Board may decide. It did not seem that twenty-one votes should determine whether we should have annual sessions or biennial sessions although the vote as it stood was four to one in favor of the biennial sessions, twenty-one votes cast.

DR. HILL: Mr. President, it is a very important matter, it seems to me, that it brought to our attention by this Committee and I don't believe that we will get any fair vote, or any fairer vote, if taken by all the members by mail than has been brought in by the Committee. I wish that we might have this subject on the program at sometime for a discussion so that we might go into all of the reasons for and against any change and if the motion as put intends to adopt that recommendation that we take the formal vote I will be prepared to offer an amend-

ment, but if, as I understand, it is merely on the motion of the report I will be glad of that.

DR. ANDREWS: It seems to me that if only twenty-one people in the Association are interested in the question we need not take the time for a formal vote which will probably only get a fraction of the entire vote.

...The motion to merely accept the report of the Committee is seconded...

...The motion is carried...

THE CHAIRMAN: Mr. Price of the Re-classification Commission is here and wishes to make a brief statement about the progress of re-classification and salaries of librarians in Washington.

MR. PRICE (Member, Re-classification Commission): I understood that this report was to be made tomorrow morning but I am perfectly willing to give it this evening.

(Reading)

"Librarianship is a profession; librarians are professionals, and as such entitled to professional recognition and compensation. This has long been a library slogan, with more hope than conviction behind it. Government librarians beginning July 1st 1924 are professionals and will receive financial compensation on a scale commensurate with the other professions. (Applause) They have their feet planted solidly on the first rung of the ladder, with further progress upward

within their grasp. A little committee of government librarians, by hard work, common sense, and cooperation, has been very largely instrumental in accomplishing this result, and I shall tell you about their work.

"In order to understand the situation in Washington, it is necessary to trace briefly the recent history of salary reclassification legislation. Long dissatisfaction with the salary situation in the government service resulted in the appointment of a Joint Congressional Commission on Reclassification of Salaries, which submitted a most voluminous report in 1920, endeavoring to describe and allocate to salary grades, almost every position in the service. This report was not adopted, but did result in the introduction of numerous bills designed to reclassify the government employees. Chief among these bills were the Wood-Smoot bill, and the Sterling-Lehlbach bill, representing sharply conflicting schools of thought.

The Wood-Smoot bill wished to make the Bureau of Efficiency the classifying agency, and use its salary grades; it contemplated only the most general job descriptions, jobs being allocated by analogy, and no division into clerical or professional services.

The Sterling-Lehlbach bill, on the contrary, would have made the Civil Service Commission the classifying agency, would have divided up the kinds of work into professional, clerical, custodial, and other services, with detailed job

descriptions in the various grades.

Neither bill was ever passed, though the Sterling-Lehlbach bill passed the House.

The matter was finally brought to a head during the closing hours of Congress in March 1923 and a compromise arrived at, which embodies essential features of both bills, so that the law as passed cannot fairly said to be either of the original bills. It set up a reclassifying commission of three, representatives respectively of the Budget, Bureau of Efficiency, and Civil Service Commission. It set up professional, sub-professional, clerical, and custodial services, but did not define adequately the jobs in the various salary ranges, and did not name any professions definitely. It provided that the Board shall allocate all departmental employees to services and salary grades, and should write job specifications, this to be done by July 1st 1924. For tentative estimate purposes, however, positions had to be allocated last summer, and this, of course, allowed very little time to complete the job.

The result has been wholesale dissatisfaction, and a general feeling, whether justified or not, that the allocations were made solely on the basis of the present Bureau of Efficiency grades, disregarding the new grades, in effect, set up by the new law. Librarians were especially dissatisfied, as only two outside of the Library of Congress were placed in the professional service, the rest being placed in clerical; it was learn-

ed later that the two so allocated were treated as professionals because of attainments aside from library work.

"Librarians naturally did not care to let the matter rest here, as they regarded the settlement of their status and salaries vital. Miss Claribel Barnett, Librarian of the Department of Agriculture, had, as chairman of the Committee on Professional Problems of the District of Columbia Library Association, done a great deal of valuable work in connection with the Sterling-Lehlbach bill, and other similar measures; when the present law was passed she called a meeting of government librarians, as distinct from the District of Columbia Library Association, which is composed of both government and non-government librarians, to consider ways and means of taking care of librarians' interests. A committee of five was authorized, of which she was made chairman, and instructed to present a brief and job specifications for government library positions to a later meeting.

"This committee combined for the task with the District of Columbia Library Association committee and after having worked for several weeks Miss Barnett was forced to resign on account of an impending book-buying tour of Europe, and I was made chairman. The committee, as finally constituted numbered representatives of every field of library work; three chiefs of major divisions of the Library of Congress; the librarian and assistant librarian of the District of Columbia Public Library;

librarians of six government departmental and bureau libraries of varying size; and a field-service librarian. After working very hard indeed for several months, it presented its report to the government librarians' who accepted it. This report, which, in response to numerous demands, has been published in ninety-six pages, contained a comprehensive brief setting forth our reasons why librarianship is a profession, sub-briefs on each kind of library service, such as administrative, cataloging, children's work, etc.; complete job descriptions for each grade of professional and sub-professional service; a scheme for grading libraries according to service rendered, as well as by size; and various exhibits. We believe it is the best thing of its kind by all odds which has ever been attempted.

"This report was submitted in December to the Personnel Classification Board, and at the Midwinter Meeting of the A. L. A. the Council voted to support the government librarians in their fight, and commended the report to the Board.

Upon my return from Chicago, I learned that the Personnel Board was to appoint what it called a General Services Committee, of three members, to consider all classes of workers who considered themselves professionals. I immediately interviewed Mr. Bailey, the chairman, and Mr. McReynolds, his chief of staff, and demanded that librarians should be represented on that committee. Mr. Bailey said that no other professions were represented specifically, so why should librarians be so

represented, at which I countered that librarianship was a less understood profession than others and should therefore be so represented. Mr. Bailey then suggested that a librarian be appointed as an advisory member of the committee, but upon my objection to that status, he finally agreed that a librarian should be placed on the committee to consider library work and positions, with full voting power, a vital decision for us. Later I was so appointed, and have been working on the library service for five months."

Now, the fact that a librarian was placed on that committee with full voting power was vital. Time and again in the committee a whole class of people or an individual position was passed up by one vote, that vote being mine. The Board made no attempt whatsoever to intimidate me or to influence me by fear or anything else. They were perfectly square and straight. And the fact that I was on there not as an advisory member of that Board, but as a voting member of the Board was a thing that above all, it seems to me, made whatever success it did have possible.

(Continuing reading):

"I wish here to take the opportunity to say a few words about the Personnel Classification Board, and its chairman, Mr. Bailey. It is the fashion in Washington to regard it and him as having hoofs and horns, and they have been attacked in every way. My committee, and I as library representative on

the Board, have however been treated with every possible courtesy. Urged by many to lay our case before the President, or to try it in the newspapers, as other groups claiming professional status had done, my committee decided to take the Board at its word, that the allocations as made were tentative for estimate purposes only, and to try our case before the Board itself, which would ultimately decide. That this policy has paid the results amply show. We created a good impression to start with, and have maintained it throughout. The Board, in return, has done its best to give us every facility to prove our case. I do not wish to imply by this that we got all we wanted and asked for, for we did not, but we got a respectful, intelligent hearing, and stated our case unhampered. The man assigned to me from the Board to study libraries and librarians is an example of this. He is Mr. Ralph Bowman, an investigator, of the Bureau of Efficiency, formerly with the New York Bureau of Municipal Research, one time director of the Milwaukee Bureau of Efficiency, investigator of the Gary, Wheeling and other school systems, etc., in other words, a trained, intelligent man. He was very hard to convince, I'll admit that, but once he was convinced, he was an ardent supporter of his own beliefs, and fearless in their presentation.

"Mr. Bowman and I saw practically every library job in Washington and we gave as careful consideration to the page boy at \$1,140., as to the chief of division at \$5,200. We did

not consider the present salaries paid, but the job; we did not consider merely the size of the collection in the library, but the kind of service rendered. Mr. Bowman being convinced of the professional quality of librarianship, we made our recommendations from first to last on this basis, considering the clerical service only in the cases of page boys and obvious clerks transplanted to library work.

"Having for months studied these jobs and graded the job sheet of every librarian in the departmental service, we set about writing job specifications for seven grades of sub-professional and seven grades of professional service. In this the report of my committee was used as a basis, as a study of the specifications if printed later will show. Having put my recommendations through Mr. Bowman, the next thing was to put them through the General Services Committee. My full voting power here enabled me to raise several whole classes which Mr. Bowman had not quite been able to see; on the other hand, there were, of course, several cases which I regarded as outstanding, which the Committee would not raise over Mr. Bowman. Having put the recommendations through the committee, the Board itself must next be tackled, and we were here greeted with the thunderous statement that our recommendations were two grades too high, and what did we think we were trying to put over anyhow. Mr. Bowman fought as valiantly for the librarians as I did, but we were told to go back and reconsider. This we did, reducing five

page jobs from \$1,020. to \$900., and went back. In the meantime, our work had been carefully considered by Mr. Bailey and Mr. McReynolds, and they practically signed upon the dotted line. The Chairman told us that we had by far the best presented case of any profession, bar none, and that we were getting a better percentage of increase than any other, at which Mr. Bowman and I took heart and told ourselves that somebody owed us a dinner. We have not yet collected. (Laughter)

"However, I started out to tell you two things, that librarians are professionals and that librarians in the government service are to receive salaries in some measure commensurate with their professional status. The United States Personnel Classification Board has gone into complete reverse as to the professional status of librarians; we government librarians, all fourteen grades of us, from sub-professional 1, at \$900.-\$1260., to professional 7, at \$7,500., are in the professional and sub-professional services; from stack boy to Librarian of Congress we have arrived thus far. That is one victory.

Now, for the next, I shall present some statistics from typical government libraries, showing the salary ranges before and after reclassification, and you can judge for yourself if we have accomplished anything there.

First, the catalog department of the Library of Congress:

<u>Position</u>	<u>Before</u>	<u>After</u>
Chief	\$3000.	\$5200-6000. P 5
Chief Classifier	2240.	3800-5000. P 4
First assistants (2)	2040.	3000-3600. P 3
Senior catalogers (15)	1-2040, 8-1740, 1-1840, 5-1640	2400-3000. P 2
Catalogers (13)	1-1640, 8-1440, 1-1240, 1-1236, 1-1200	1860-2400. P 1
Catalogers (2)	1-1200, 1-1440	1680-2040. S-P 5
Catalogers (6)	4-1240, 2-1200	1500-1860. S-P 4
Catalogers (12)	5-1240, 4-1160, 3-1080,	1320-1680. S-P 3
Catalogers (6)	1-1200, 2-1100, 2- 840	1140-1500. S-P 2
(last six are typists, etc.)	1- 660	
	\$80 336	109 140 --

or, in other words, an increase of nearly thirty-six per cent. And bear in mind that the appropriations are now made in lump sums, and that the new salaries mentioned are in every instance counted in at the minimum of the grade.

"Now, take the District of Columbia Public Library:

Librarian	\$4000.	\$5200-6000
Assistant	2000.	3000-3600
Catalog chief	1860.	2400-3000
Shelflister	1360.	1860-2400
Cataloger (2)	1200.	1860-2400
Cataloger	1020.	1140-1500

Circulation chief	2000	2400-3000
Assistant (2)	1240	1860-2400
Assistant (2)	1240	1680-2040
Junior assistant	1020	1140-1500
Reference director	1740	2400-3000
Reference lib. (2)	1440	1860-2400
Reference Assistant (3)	1240	1680-2040
Attendant	1020	1140-1500
Order librarian	1440	1860-2400
Assistant	1440	1680-2040
Assistant	1240	1320-1680
Assistant	1020	1140-1500
Children's work, direct	1840	3000-3600
Librarian	1440	1860-2400
Assistant	1240	1680-2040
Assistant	1020	1500-1860
Assistant	1020	1320-1680
Supervisor, schools	1500	2400-3000
Assistant	1020	1680-2400
Attendant	1020	1320-1680
Junior Assistant (3)	2-1020,	
	1- 960,	1140-1500
Binding chief	1440	1860-2400
Assistant	1140	1500-1860
Branch librarians (2)	1440	1860-2400
Assistant (3)	2-1260,	
	1-1440	1680-2040
Childrens' Lib.	1140	1680-2040
	53 240	78 220,

or an increase of forty-six per cent., not counting stack boys, the figures for which are not available.

"Next, the Department of Agriculture Library:

Librarian	\$2240	\$3800-5000
Assistant librarian	2240	3000-3600
Catalog and order chief	2240	3000-3600
Assistant chief	1840	2400-3000
Catalogers (5)	1640	1860-2400
Periodicals chief	2040	2400-3000
Assistant chief	1840	2400-3000
Assistant	1640	1680-2040
Assistant (3)	2-1440; 1-1240	1500-1860
Assistant (4)		1320-1680

Reference lib.	2040	2400-3000
Assistant lib.	2040	1860-2400
Loan desk	1840	1860-2400
Loan desk	1440	1500-1860
Loan desk	1440	1320-1680
Bindery chief	1640	1680-2040
Assistant chief	1140	1320-1680
Assistant	1140	1320-1680

or an increase of eighteen percent. The first two libraries showed a little more than the average increase; the Department of Agriculture a little less, the difference being between that of statutory salaries on the one hand and lump sum appropriations on the other."

The minimum salaries only go into effect tomorrow, but it is expected that Congress eventually will instead of appropriating on the minimum of the grade appropriate on the other.

I wish to take the opportunity here to state that when I say I allocated every librarian of Washington, that I made no recommendation whatsoever on my own case, for obvious reasons, both on account of fear of prejudicing my own standing and also with the Patents Board, so they collaborated and I wish to say, ladies and gentlemen, that when I saw the result of their combined labors last Friday going forth for certification it made fascinating reading, very. (Applause)

Now, we librarians on the Committee that have worked with me all this time think that we have accomplished something in Washington which is a real thing and we think that eventually it ought to help you people in the field. When a small library

of four or five thousand which is rendering service can get twenty-four hundred dollars for its chief, eighteen hundred and sixty for its assistant, and sixteen hundred and eighty minimum for its only other assistant, similar libraries out in the field are going to meet competition and when a librarian of a library of one hundred and fifty thousand volumes can get thirty-eight hundred to fifty-five hundred minimum, you people out in the field have got to meet the competition and we think instead of getting poorer material you are going to get more money. We are trying in Washington to deliver the goods and we intend to keep on from now on. I sold the Personnel Board of the library the professional idea with the help of the Committee and I also sold them on the idea that many people now in the government library service came in there when the library training facilities were not so adequate as they are now and induced the Board to accept equivalents. Now, I wrote the job specifications which are going to be used in substance if not in form for government service hereafter with the help of Mr. Bowman who was there to advise on the legal matters. Those things are not exactly what I want or what the Committee that I represent wants but they are the best things we could do and believe me, ladies and gentlemen, those equivalents from hereafter are going to be mighty scarce and the people from now on that get into the government library service in Washington, unless they go sub-professional, are going to have to have professional qualifica-

tions with mighty few equivalents and if you will see the job specifications which have been written for other professions you will realize that is giving us only a square deal.

In the first place, we don't need the professional qualifications which they call for; we don't need to get paid for them. We can get along without them. But if we cannot get along without them we should not get paid for them. I thank you. (Applause)

THE CHAIRMAN: I am sure we are all very much pleased to hear this report from Mr. Price. Last December when Mr. Price appeared before the Council at Chicago on the matter the prospects did not look very encouraging. Surely, the Committee has done noble work.

Are there any other Committee recommendations to come before the Council?

Is there any miscellaneous business?

The Chair will state that we have completed the docket made up for Council meetings, so that there need be no Council meeting tomorrow morning, but when we adjourn tonight we will adjourn subject to call, if that meets your approval.

Is there any further business to come before the meeting tonight?

The meeting is adjourned.

...The Council meeting adjourned at 10:10 P. M., Monday, June 30th 1924, at Saratoga Springs, N. Y...