

SECOND COUNCIL SESSION

Friday, July 10, 1925.

PRESIDENT: The first matter will be a resolution to be presented by Mr. Dudgeon, relating to the Spencer book post. I spoke of that the other evening, that it is important that Mr. Spencer have a further declaration by the Council, when he goes again before the congressional committee in December. They may say "Well, this is a resolution passed several years ago. We wonder if the Association is still of the same opinion." We want to let them know that we are.

MR. DUDGEON: Mr. President, the resolution that was adopted at Saratoga Springs covers, you will recall, a project for a library book post, a cheaper rate of postage on books sent between libraries and between libraries and subscribers, and that has been made a major legislative activity of the A. L. A. Within the coming year we want to have a pamphlet prepared on the case for the library book post, and that it be widely distributed. In view of the explanation, I move you, Mr. President, that this resolution be adopted at this time.

Seconded by Mr. Bostwick.

PRESIDENT: It has been moved and seconded that the resolution for the Spencer book post be adopted. All in favor signify by saying Aye; contrary No. Motion passed.

Now, while we are on the subject of resolutions, I will ask Miss Ahern to lay a resolution before the Council

for their consideration, in which she and others are very particularly interested.

MISS AHERN: Mr. Chairman and members of the council, it is with some trepidation that I appear before you, but it never was my way to sidestep in front of a disagreeable duty, and I hope I may present it here and conduct it so that it will be to the best interests of all of us. The second library association conference I ever attended was in Chicago, in 1893, and I think I am speaking within the facts and records of the Association when I say that one of the most remarkable presentations there, and an eye-opener on many points for library people for a long time, was a paper that was presented by a visitor who had been invited to present it, and so cordially and well was he received by those who were conducting the American Library Association matters then, Dr. Dewey, Dr. Poole, Mr. Cutter, Mr. Winsor, and their associates, that he became a member of the A. L. A. and from time to time, contributed to our progress matters that were of vital interest to it. He went to some considerable expense for chemical experiments, for mechanical and technical equipment for inventions and for the construction of the machine, etc. Now then, because he was continually asked for help, by those who liked what he was doing, he came to America to engage in the business and the process which he had in hand then, coming over here

at great expense to present it to the librarians on their invitation.

That is just clearing the way. For reasons which need not be gone into as they have no part of anything, he has retired and returned to England, and many of us feel that Mr. Cedric Chivers, as a member of the A. L. A., made a distinct and valuable contribution to its work and to its record, and so Mr. Walter Brown, Librarian of the Buffalo Library, whose library has profited from this for more than thirty years, sent in a resolution last winter to the American Library Association council, asking them to thank Mr. Chivers for his contribution and express their regret that he was withdrawing from America, and hoping that good cheer and prosperity would follow him. It was read in the Council and there was considerable discussion about it, which was entirely out of place, since, as Dr. Richardson suggested, their discussion was not germane to the council meeting but belonged to the regular association in the form of a resolution, in the hands of the resolutions committee, and so by action of the council this resolution was referred to the resolutions committee. I just incidentally made it my business awhile ago to find out what the resolutions committee had done with it, because Mr. Brown and myself had conferred about it and were both very much interested in seeing the A. L. A. go on record as regretting that we were no longer to have the personal presence of Mr. Chivers as one of our members, and I was very much surprised and moved by the information I

received, that I have ventured, Mr. President, and members of the council, to intrude upon you at this time to say that I think that this is a matter of policy and ought not to be decided by the three members of the resolutions committee, who rejected the resolution because it seemed to be endorsing a business proposition. Now, if I may take a moment, to read this resolution, it was not a resolution of this character, as you will see:

(Speaker reads resolution.      INSERT as of record.)

Now it seemed to me to be a matter of policy and therefore I have asked the privilege, since it is the business of the council to define and establish the policies of the Association, or bringing it before you. Of course, we may accept or reject what the resolutions committee brings in, from the floor, and a resolution could be introduced from the floor, where it could be introduced and made a matter of record, but if I am wrong, I shall be glad to be set right, and if I am right, I should like to have it established that this is a matter of policy, whether it is an expedient and wise and professional thing to thank Mr. Chivers for his contribution to the betterment of library economics, and to wish him well in his future work. And I therefore move, Mr. President, that the Council of the American Library Association sees no bad policy established in passing a resolution of this kind, to Mr. Chivers personally, not Mr. Chiver's business, understand. I am not

advocating that for one minute; this is a personal thing. We have thanked Mr. Chivers before, thanked Mr. Wilson and his work, and thanked a good many others who have been generous to us in more ways than one. I move, sir, that the council of the American Library Association see no breaking of policy in extending these kindly greetings and resolution to Mr. Chivers.

PRESIDENT: Is there a seconded to that motion?

(Seconded by Mr. Utley)

PRESIDENT: It has been regularly moved and seconded that we in no wise violate the policies of the Association in adopting this resolution.

(Informal discussion as to just what motion was before the house.)

MR. BOSTWICK: It was regularly moved and seconded that the council approve the inclusion among the resolutions a resolution of the character stated by Miss Ahern.

MISS AHERN: Mr. Walter Brown's resolution, please.

MR. BOSTWICK: (repeating) - a resolution similar to that presented by Mr. Walter Brown to be included among those to be voted on at the close of the conference.

PRESIDENT: That, of course, makes it a specific matter as well as one of general policy. All the resolutions presented by the resolutions committee will have to be voted

upon at the last general session, and we recommend or approve the inclusion of this resolution among them; in other words, for the moment, overriding the resolutions committee. Are you ready for the question? All those in favor signify by saying Aye; contrary minded, No. It seems to be unanimously carried.

MISS AHERN: Thank you.

PRESIDENT: The next matter to come before the council is a statement concerning the fiftieth anniversary plans, which will be presented by Mr. Utley.

MR. UTLEY: Mr. President, and members of the council, next year, in 1926, as you all know, the American Library Association will be fifty yearsold, and as you know, two years ago a committee was appointed to prepare suitable plans for the adequate observance of this interesting occasion. That committee has held several meetings from time to time, and has formulated certain plans, and I have been requested by the President, in the absence of Mr. Roden, the chairman of the Fiftieth Anniversary Committee, to present on his behalf, a word as to these plans.

In the first place, I think you will be interested in knowing that it seems to be the consensus of opinion on the part of members of the executive board, (I say that because there is no quorum of the Executive Board present at this conference, and so no definite action by them can be taken) but it seems to be the consensus of opinion of the members of the executive board that it

will be fitting to have the association conference, which is held on our fiftieth birthday year, at the time which will exactly cover our birthday, which means that probably the next conference of the association will be held the first week of October, 1926, inasmuch as the American Library Association was born on October 4th, 1876, and the place was, as you know, Philadelphia, in connection with the centennial of 1876. And so again it seems to be fitting it seems to be the consensus of opinion of the executive board, although it has not yet been able to be officially decided by them, that it is fitting not only to have the date coincide with our birthday, but also to have the place convenient to make a pilgrimage back to our birthplace.

All cities are not like Seattle, and consequently it has not seemed fitting, in the discussions the board has given to it, to have the whole meeting in Philadelphia, but rather I understand the board is thinking that it will be more appropriate to have the meeting at one of the seaside resorts, perhaps Atlantic City, a convenient distance from Philadelphia, and on October 4th, make a pilgrimage to our birthplace. So much for the date, and so much for the place.

Now what about the plans for the observance of that occasion? The Fiftieth Anniversary Committee has gone over the matter and arranged plans so far as they could up to the present time, and three definite features for the observance of the event have presented themselves.

The first of course is the conference itself, which will be of an anniversary nature. In due time the president of the year will have something to say to us in print and otherwise as to his plans for the conference, and we hope and expect he will be able to place before us a program as excellent as President Meyer has given us this year, although it will be of a different nature. It is the hope and expectation that some of our foreign colleagues will be induced to come over and participate in the conference with us, and if those plans carry, I dare say that President Belden will persuade some of them to participate not only in the social and professional events of the conference, but also in the program itself. But I am not speaking for the President. Suffice it to say that the conference, as one feature of the anniversary year, will be an important feature, and will be a worthy one, and the officers of the year will make it of an anniversary nature.

The second feature is one of publications. At the Chicago World's Fair in 1893, an A. L. A. catalog was prepared which has been one of the historical publications of our library history. Again in 1904, at the World's Fair in Philadelphia rather, in St. Louis, I should say, an A. L. A. catalog was prepared, and so it seemed to the officers of the association that it not only is a part of the celebration, but because it is time a new catalog be prepared and because such a catalog would be of very great service to all

libraries, small libraries of course in the matter of book selection and to the larger libraries for other reasons, because I think we all use the A. L.A. catalogs regardless of size of the respective institutions, and as I stated, it seemed wise that there should be a catalog commemorating the year, and so, as you know, one is in preparation, under the editorship of Miss Isabella Cooper, subsidized by the Carnegie Corporation; so that the Association will be able to sell it at a very nominal price and place it as the disposal of all small libraries of the country. Then there are two other publications we can take over as anniversary publications, but as a matter of fact, they would have been prepared anyway, I suppose; the survey. That is under way. This is also subsidized by the Carnegie Corporation, and is being well looked after financially, and we hope to have that before us as an Anniversary publications. Then we have been fortunate to secure Mr. Wynkoop to write a history, because it will be distinctly a matter of authorship, not of compilation; to write a book dealing with the historical aspects of our library program for the last fifty years, and Mr. Wynkoop, I am sure, will do his best to get that before us so that we can consider that as a tangible evidence of our anniversary.

Then the third feature of our anniversary - an anniversary of that sort would not quite be an anniversary without

something adequate in the way of exhibits, and a sub-committee was appointed to look after the plans for exhibits, of which Mr. Wheeler is Chairman, and he has drawn up some very interesting plans, with his usual thoroughness in such matters; he has drawn plans A, B, and C, depending on how much money we will have to spend for such a project. Now, we haven't any money at all at the present time, but we hope to have some money. Now our publications are well financed with subsidies from the Carnegie Corporation; we see our way to look after the other features of the anniversary year, but the committee sees no way of providing money for the exhibits we want to put on, unless it comes from the American Library Association, itself, our boards of trustees, and our other interested friends in the communities. And we are not scared about that, because I believe that we are all interested enough in our fiftieth anniversary, and feel that the proper exhibits are sufficiently a feature, an indispensable feature, of such plans, such celebration, so that a modest amount will be forthcoming from each community, when it is asked, and so, probably again because as I said the executive board has not had an opportunity to meet here on account of a lack of a quorum, but probably plans will be formulated which will include the appointment of a finance committee to take this matter in hand and notify the librarians of the country, those here and otherwise,

our library boards, what these financial plans entail, in the hope that enough will be forthcoming in that way to put on adequate exhibits and to carry on other features of that sort which may be desirable.

May I say that in connection with the exhibits, there is talk of having as a feature of that exhibit a library film, a film showing some of the up-to-date processes of library work and I am sure you will see the fitness of that because that can be more easily duplicated than any other kind of exhibit, and it will preserve its freshness longer, as other exhibit material gets soiled as it goes from place to place; a film, on the other hand, will be fresh as long as the subject matter itself is fresh, and so I hope we shall have funds enough to have a good library film prepared, with some of our members who are expert in the business to prepare a scenario to go with it.

Well now, Mr. President, I don't think that there is anything else that <sup>can</sup> be reported at this time, except to express the assurance that the committee feels that the observance of this fiftieth anniversary will be well worth all the time and attention we shall be asked to put into it. We should not let our fiftieth anniversary go by without some adequate observance, and I am sure that all will be interested in doing whatever is required in their respective communities toward making it a success.

MR. BOSTWICK: I simply want to record my individual opinion that we are making a mistake in not simply

going to Philadelphia for that meeting. Philadelphia in October is very comfortable and pleasant, and this business of meeting in one place and making pilgrimages to others, is not pleasant.

PRESIDENT: I think I may add something to what Dr. Bostwick has just said, as I have been in touch with this whole thing. The idea of going to Philadelphia from Atlantic City had its origin supposition that we were going to meet in July and not in October. We, or if we, are going to meet in October, and that seems likely, then there doesn't seem to be any reason why the whole conference should not be held in Philadelphia. There is this objection however, - I want to present both sides; that is we then meet in a very large city and there is a decided feeling on the part of many members that that is not desirable, that it is not desirable to meet in large cities where we are simply swallowed up in the community. That has not been the case, I am happy to say, in Seattle. Personally, I have never enjoyed a conference, as far as surroundings are concerned, more than I have this one in Seattle.

(Applause)

And I would like to say this word further, and I might as well say it now instead of keeping it till when I intended to say it - perhaps it would be better to keep it until later in the day, but I'll say it now - that during this whole week, Mrs. Meyer's room and my room, has been a

perfect bower of flowers. I have tried to find out who is responsible for sending them, but they are keeping it a close, dark secret, and I want the thanks I am now uttering to reach the donors, whoever they may be.

One word more about the fiftieth anniversary. I think it is going to be the biggest conference the A. L. A. has ever had, and this matter of raising money will be a very easy thing. They made a preliminary calculation, while not definitely committing us to that, of fifty five thousand dollars. That would take care of our foreign guests and everything else. That would mean only a thousand dollars for every two million; that is to say, the quota for the city of Washington would be two hundred and fifty dollars. And as soon as the committee says the word, we in Washington know where we can raise that, as quickly as that. No trouble about it at all. Two million people certainly ought to be able to raise a thousand dollars for such a purpose as that, educative in the highest degree, and when the committee gets ready to do something, I think they will be astounded at the result. Or, as one congressman said, not astounded, but surprised. (Laughter)

The next subject coming up for discussion is, Classification of Library Personnel, undertaken by the Bureau of Public Personnel Administration of the Institute for Government research. Dr. Bostwick will introduce the subject, and I believe Mr. Telford will go into the details.

DR. BOSTWICK: Mr. President and members of the Council, the committee on classification of library personnel was appointed when it became known to us that the Bureau of Public Personal Administration had in mind an investigation of this sort. It seemed to the council and it seemed also to the bureau that cooperation with librarians was very desirable in the matter, and it was decided by the council that we should accept the offer of the bureau to take general supervision of this investigation. And the council appointed a special committee, and purposely made the chairman of that committee the same person as the chairman of the committee now called the committee on surveys. In other words, I have been chairman of both committee, and we have tried to make this, as far as possible, an integral part of the survey. It will be a very valuable part of the survey, although necessarily carried on in a somewhat different manner.

What there is to be said definitely about what has already been done, will be said by Mr. Telford. This report which has been rendered is an extremely interesting report and extremely comprehensive. It, however, has been rendered so extremely recently that the committee feels that it has not had time to study it thoroughly, to digest it, and is not prepared at the present time to make any recommendations regarding it, except that we recommend that this report be received as a report of progress, and that the committee be

continued. We are of the opinion that it will be possible to make some definite recommendations at the mid-winter meeting in Chicago. It will not be necessary, I am sure, to go any further into the matter than an introductory statement of this kind, and I will give place at once to Mr. Telford, whom some of you know and whom the rest of you will know, to present this matter in his extremely lucid and attractive way, and he will be ready at the end of what he has to say, to answer any questions that may be put to him by members of the council or guests.

PRESIDENT: Mr. Telford will now give us the details, and I know he will do it very clearly and with the utmost perspicacity. I have heard him before, and I have gained an immense amount of information from what he has to say.

(Applause)

MR. TELFORD: Mr. Chairman, for the next twenty minutes is, I think, comparable to the task that a negro minister set for himself, as recorded on the funny page of the Saturday Evening Post some years ago, when Samuel G. Blythe told it on that page, on the Who's Who and Why page. This minister, in announcing the subject of his sermon, stated that he had no text but that it was his task to explain the unexplainable, to make clear the invisible, and to unscrew the inscrutable.

(Laughter, heavy)

The report which you have before you may indicate that something of that kind of treatment is needed. I cannot

give it that, of course.

Before starting to explain what is in this report and what is out of it, I may endeavor to set forth the point of view which has governed us who are connected with the Bureau of Personnel Administration in preparing this report; otherwise, you can hardly understand what it there. We have formed in the course of the past two years a very high opinion of the people who constitute the library profession. I have had a good deal of experience as a teacher, as an industrial engineer, as a personnel specialist, and in other capacities, with a good many kinds of people in large numbers. My experience with the librarians has been without precedent. They are, I thoroughly and sincerely believe, if not the salt of the earth, at least among the salt of the earth. I am inclined to believe that no other profession would have been willing to face two such questionnaires as the library profession has confronted in the last year; no other profession, I think, with which I have had any experience, with the possible exception of the engineering profession, would have been able to do anything with those questionnaires if they had been willing to face them. We have dealt with library people in various capacities. They are cooperative, and it is therefore, in view of these things, a little bit disturbing to me to find you people as self-critical of yourselves as I find that you are. Perhaps I see the things that you have, and you otherwise; it may be a case

of looking at the doughnut and seeing the doughnut, where it seems to me you people too often see the whole. At any rate, this report is permeated with the spirit that the people constituting the library professions, while far from perfect, are among the salt of the earth, and it is an attempt to formulate, to reduce to writing, the things which in your better moments, you think about yourselves, and say about yourselves, but which in conference, you seem to me, all too often, to forget.

What is this thing, anyway? It is simply an attempt to set forth in writing the kind of work that exists in the library profession, to give a name to these various kinds of work, to set forth the qualifications which are required in the case of each kind of work, for the successful performance of that work; to put down on paper rates of pay or schedules of compensation; which set forth a fair statement of what the people doing those different kinds of work are qualified to do, and what they ought to receive from society in return for their service.

Stated that way, the thing seems simple. It is not, however, as simple as it seems; nor is it a very interesting subject. Personnel problems, I should say, are to the administration of the public or private concern, what washing the dishes and sweeping the floors and taking care of the children are to housekeeping. It has to be done. Problems confront us at every turn; yet you do not find many housekeepers rhapsodizing about dishwashing or

sweeping floors. They do it as best they know how and in the easiest possible manner, and then pass on to interesting things. The first task confronting the committee was to get facts. I shall pass over that, because you know what is involved in it, and many of you have been more than generous in helping furnish those facts.

The second task was to classify these facts in such a way as to show what kinds of work there are, and at this point I want to express appreciation for the willingness of the committee, under whose direction we people on the staff of the Bureau of Public Personnel have worked, to let us face the facts. I remember when a similar study was being undertaken for the government of Canada in 1919, when the report at this stage was ready, one of the titles that appeared was that of golf instructor. That, of course, was something like waving a red flag before the bull. The first reaction was that they had no golf instructor. The questionnaire was filled out by the golf instructor, who received five dollars and twenty-five cents a day for instructing tourists at Banff, those who came through there and wanted to play golf, and we produced that before the committee and that of course caused a scratching of heads, and finally they said "Well, apparently we have a golf instructor, but you just cut that out." The result is that the title of golf instructor and the description of his work does not appear in the

report of the civil service of Canada, or the code, which many of you have, probably. Now this committee of yours never gave us any such instructions. We found many kinds of work and many kinds of workers, library work is highly specialized in the larger libraries, perhaps it is specialized to an extent that you people who have been engaged in library work for years do not realize. It is rather startling to an outsider such as I considered myself to find what a high degree of specialization there is. What we wanted to do was to recognize these classes of positions or kinds of library work that actually exist. There is a feeling on the part of many people that the classifications we evolved ought to be simple things. It is not, and as presented in this report cannot be a simple thing, because the facts which it portrays are not simple; they are complex and the report must be complex. It states in this report that there are two hundred or two hundred and fifty different kinds of library work, that many kinds of work which require separate titles, that require different qualifications but do not require different rates of pay. There is a ray of comfort, however, that in no one library do all of those kinds of work exist. In the small library with perhaps twenty people in it, there are not more than twenty-five or thirty or so of these classes of positions to be found. In a large library, such as Cleveland or Chicago, the number of

different classes of positions will run certainly above a hundred because of the high degree of specialization that exists.

The third problem, after the classes of positions to be recognized was decided, was to work out a statement of qualifications desired or required rather for the successful performance of the work performed by people whose positions were allocated to these various classes. We here depart from the realm of fact, in part at least, into the realm of opinion, and the qualifications you find set down in this report, express I believe a middle point of view held by librarians, and pretty well the consensus of opinion with regard to specialists not librarians who have given study to this problem.

The important things in the way of qualifications, are first of all, education to be required, the experience to be required, the intelligence, abstract and social, to be required, the knowledge of library practice, organization, and procedure, to be required, and finally purely personal traits, such as tact and judgment and good looks, etc.

In every case we have attempted to put down what we believe is the best existing practice as far as such is reasonable. You may or may not agree with all of the qualifications set forth in these various classes of positions. I have no doubt that any person in this audience would be able to find fault with something. I myself find fault with a

great deal there, that does not represent my point of view exactly. It represents, however, a point of view which has been tried by various people, principally librarians, and it has met the attacks from both sides. One of these qualifications, or sets of qualifications, I wish to talk about today just a little in detail for the reason that it is a new thing, in the thinking of librarians about their own work, as far as we have been able to determine. That is what we call abstract intelligence. It is a little difficult to tell what abstract intelligence is. The psychologists define it as the ability to do abstract thinking, sometimes; that is they define it that way sometimes; it is defined sometimes as the ability to adjust to a new situation. The sort of thing I mean can perhaps be explained best by an illustration. Any of you know the alphabet forwards; and to ask you to repeat the alphabet is certainly not a new situation, but to ask you to repeat the alphabet backwards - that would be, for most of you, a new situation, and the more abstract intelligence you have, the more readily you can meet that new situation. Of course, there are many other kinds of new situations besides saying the alphabet backwards. Making a speech is a new situation and requires adjustment to the audience, and other adjustments in addition to that.

There are standardized tests of intelligence which have been used widely since the war but it seems that librarians

have escaped from those in large part at least; and I find no data with regard to the abstract intelligence of librarians. It is an important thing, of course. You may be very intelligent in an abstract fashion, and not be a very successful person in this world; there are other qualities that count, such as industry and initiative, ability to get along with people, and the like, but certainly the person who does not have a fairly high level of abstract intelligence is not going to be very successful in adjusting every day and many times a day to the situations that confront a librarian. Having abstract intelligence, you may not go very far; without it, you can't make a start.

We carried on some experiments to find out how librarians ranked in abstract intelligence. Before undertaking these experiments, we got the best psychological advice, personnel advice, - and here I can tell something, it may be telling a tale out of school, but I want to tell one at this time; in conference with one of the leading psychologists of this country, whose name I shall not give but whom most of you would know if I should name him, the question of what to do about abstract intelligence came up, and his opinion was asked, and he said he thought there were no very good intelligence tests used with libraries from all points of view, that librarians would not make the showing they were entitled to by some of the existing tests because in them two of the eight consist of some

forty problems in arithmetic, and the completion of a number of easy and a number of rather difficult number series, some of them difficult indeed, and his expression was that librarians are not very good mathematicians, but that they know all about vocabularies, and that they should substitute the army alphabetical tests for the arithmetical tests.

So I set out to find out what sort of critters these librarians be. I thought I knew, but I wanted to find out. I had the bright idea of using the army alphabet tests as they stood and giving the vocabulary tests in addition; this was agreed to, and done, and the results were startling. They were, I believe, startling to everyboen concerned, librarians as well as others. In abstract intelligence, whatever it means and whatever it is worth, librarians seem to rank very high, so high that they haven't any business doing it. The only profession which exceeds them in abstract intelligence, so far as our tests indicate, is the engineering profession - and the engineers likewise are a part of the salt of the earth. The tests were given to two hundred and forty-nine librarians, in seven different libraries in different sections of the country, some large and some small. The highest possible score, 212, has been made only once, by one person and I understand he was a lumberjack from somewhere in the vicinity of Seattle - (laughter)- The average score - or I should say, the medium score - about the same thing, not quite, made by these 249 librarians

a good many of whom were employed in the lower grades of work, is 142. The average score of the white population is 63. A better comparison is with some of the professions; the average score of the engineering profession, a large body of them constituting several thousand, was 162. There were some groups of army officers who made little bit higher scores. The medical profession, the lawyers, the veterinarians, and so on, go way down as compared with the librarians. What is more significant, perhaps, is a comparison with college students. We have the army alpha scores on some thousands of college students, and at the very best colleges and universities, they made medium scores in the neighborhood of 145 - I believe one class of sophomores in one eastern university made 148 - but in the main they fall below 140, in many cases below 130, and a few cases below 120. And in my opinion, a still more significant comparison is with the scores made by students in the teachers college and normal schools, because I think librarians are frequently comparing themselves with the teaching profession. As far as I know, no student body of any normal school of any size have made a higher medium score than 130, and very few of them have run as high as that.

You may say that abstract intelligence means little; I think it means a great deal. It means so much that the possibilities of library work are measured by abstract

intelligence. We have written down in the qualifications for various professions what we think are unreasonably high standards with regard to abstract intelligence. I personally without this evidence have not been willing to write them down; they are considerably below the prevailing practice in the libraries as far as we have been able to obtain abstract intelligence.

After the classification plan was developed, the classes of positions decided upon and the qualifications set forth, the next task set for us was the working out of a compensation scheme, and the difficulties in that, of course, you will readily perceive. Whatever you do or don't do, somebody is bound to find fault. I think we have put down something approaching the proper level, because we were getting it hot and heavy from both sides. Some people say the rates are so low that we ought to be ashamed of ourselves, and other say the rates are so high they don't mean anything; others think we had a nightmare and recorded our impressions after we woke up. As a matter of fact, in the schedules of compensation proposed, which you will find on pages four, five, <sup>and six,</sup> of Section B of this report, that there are four rates which to a large extent determine what all the rest are because they must be related to these four, in a certain way. One of these rates is the twelve hundred dollars beginning rate for the junior assistants, which represents in the main the sort of person who has had at least a high school education, and at least six months in

a library training class. That rate is fixed upon the assumption that this girl, because usually it is a girl, will be a self-supporting economic unit in society. You may say that it costs more than twelve hundred dollars to live, and you are right, yet it is fixed upon that basis.

Second, is the \$1620 rate, and that is where the girl out of college with a library training course of at least a year but without experience, will begin.

The third important rate is the \$1980 rate, which is the maximum set for senior assistants. That is the place where the great bulk of library workers must stop, for the reason that there are not enough positions up above, for them. They cannot all be generals; got to be some privates in the army, and in fact the army has to have a lot more privates than generals, and that \$1980 position is the maximum where the private is going to stop, unless in some way he becomes a sergeant, or a lieutenant, or a captain, or a major.

The fourth significant rate, is the highest found on the page, is ten thousand dollars.

Now, having the classifications, and having determined those four rates, everything else must be worked in someplace between that 1200 and 10,000, and it must be worked in due relation. You may quarrel with these relations worked out, quarrel with the levels if you want, but after the four rates are fixed, you can make, I think, only minor adjustments in between.

One important omission I wish to call your attention to. We should have liked very much to indicate a normal principle in all lines of promotion, but we felt that at this time it would be unsatisfactory to do so, because the classification plan seems to need to be subjected to further criticism from the body of librarians which you represent before a thing like that is undertaken. What boots it to work out a perfect scheme of promotion based upon this classification if the classification itself is to be changed so radically that it cannot be recognized. In that case, the recommendations would go by the board inevitably. That is the step which should be put in, but only after the classification plan has stood the test of criticism, which this one has not. Once more let me say that you may not like the number of classes, you may think that two hundred classes are altogether too many, that there are not that many kinds of library work. I hope, however, in considering this point, you will remember the story of what Abraham Lincoln said when asked how long a man's legs should be, from his body - that is, they should reach from his body to the ground. How many classes of positions do you need? Just as many as you need; no more and no less, and if you have two hundred and fifty kinds of work, you do not simplify it in the slightest by covering it up in some way, saying we have only two hundred. The committee did not say for us to go and find just two hundred; they said, go and count

the trees in the grove, and that is what we have done.

I think I should stop at this point. If there are any questions which you would like to ask, I shall be glad to answer them. I take it that most of you have not read the report, and before I stop I want to say this - that there is a reason for nearly every word in the report. You may not agree with the reason; it may not be a good one, but before you find too serious fault with it, (I hope you will find fault with it; fault should be found) but before you find too serious fault, be sure you understand what is there. Do us the credit to read it before you say it is no good, and after reading it, if you want to say it is no good, I shall say, well done, good and faithful servant.

(Applause)

PRESIDENT: Is there any discussion, or any questions members of the council or those with us would care to ask Mr. Telford?

MISS AHERN: Mr. Telford said a rather curious thing to me, and if he would repeat it now, I should like very much for some of the directors of the library school to consider it at least. If I am wrong I hope Mr. Telford will correct me. I think he told me that people's abstract intelligence did not increase after the seventeenth year.

MR. TELFORD: The psychologists are agreed that that is a correct statement, except that they would not say seventeen years. It seems a thing measured by the army

alpha tests, call it abstract intelligence or what you will, but the thing measured does not increase, doesn't grow, that is, after about the age of 14, or 15, or 19; at least, it grows very little; it doesn't change after that. You become a different person, of course. My fifteen year old daughter happens to have about as much of the thing the army alpha tests measured as I have, but I am quite a different person from what she is. I have much wider personal experience, but in this thing of adjusting to new situations in which we have had no experience, like saying the alphabet backwards, she will do it just as well as I can, and as quickly as I will. That doesn't change, or at least it changes very little, after about the fifteenth, sixteenth or seventeenth year. That is right.

MISS TYLER: Mr. President, Mr. Telford used an expression in his report that arrested my attention, and I think it still needs to be interpreted, after reading the report, and that is the measuring of social intelligence. It is an important measurement, it seemed to me. If it can be accomplished. Will Mr. Telford tell us if this is something that should necessarily supplement the abstract intelligent in order to give us the rounded librarian, and if so, how can it be measured?

MR. TELFORD: Miss Tyler has asked a question that is not easy to answer by saying Yes or No, or in any other simple fashion. It was Thorndyke, I believe, who pointed out that there were three kinds of intelligence;

one is abstract intelligence, which I have been talking about; the second is social intelligence, which means the ability to get along with and deal successfully with people, and the third is mechanical intelligence, or ability to deal with things. I happen to be very low on mechanical intelligence. If one of the lights breaks and the job fell to me to replace it, I would be stumped how to get up to do it. I am poor at running an engine or fixing the doors at home that stick, or finding out what is the matter with the door knob. If I were high in mechanical intelligence, I could do that sort of thing. I think myself that it is an important kind of intelligence. To my mind, there is a fourth kind of intelligence, which I would call financial intelligence, the ability to corral a reasonable amount of this world's goods, rewards, in the way of money.

This social intelligence, the ability to get along with people, to understand people, to understand the motives that govern them in their conduct, to size up the situation and the person and what to do out of several ways of dealing with it, is quite obviously a very important thing in a librarians equipment, because the librarian, day in and day out, must be dealing with people, and people will never be standardized; each one is a problem in himself. We have talked little about social intelligence in this report, because there is no good measure of social intelligence. We have pretty reliable tests to determine abstract intelligence, and we therefore make a good deal of that,

but we have no standardized or very good good tests of social intelligence yet. In the tests of library work which we published in our publication in the March number of Public Personnel Standards, a number of questions are specifically designed as to get at social intelligence. Those questions are of the type where a hypothetical case is given. I remember one of the questions. A normal school student is a bookworm and she wants a book which is reserved, and promises - that is Saturday night, and she promises she will bring it back the first thing Monday morning if she is allowed to take it. Now there are four possible lines of conduct given, for her. One of them was that she would keep her promise and return the book at the right time. The second was that she would forget all about it, and wouldn't get the book back. I have forgotten what the other two were. The socially intelligent person is able to tell very generally, consistently, what that type of person will do; the person without social intelligence or without very much social intelligence, falls down completely on that. I could cite in another field an illustration to show how the falling down is done. I remember some tests we worked out for policemen. The policemen likewise need a great deal of social intelligence. One case was that of a thirteen-year old boy who has just escaped from the house of correction; he had been there two times before, and he is guilty of stealing. The question was, What was that

boy going to do. There were four possible lines of conduct set forth. One was for him to be good thereafter. Another was that he would continue in his evil ways. The question was given three hundred and seven applicants for positions as patrolmen in one of the large eastern cities, and of those three hundred and seven, two hundred and fifteen, as I remember it, thought the thirteen year old boy, who had already done wrong twice, and had shown he wanted to get out, would turn over a new leaf thereafter and go in the right ways. Maybe he would; he is entitled to a chance, but he isn't likely to do so. Those two hundred and fifteen people certainly are not very keen on social intelligence.

The organization which I represent hopes to do something in the next year in working out standardized tests of intelligence. I don't know whether we can do it or not. If we can go it it will be largely with the library profession, I am free to say.

MR. ANDREWS:                    Would the committee consider placing this very interesting table of compensation, or supplementing it somewhat, by a different presentation of the subject. Many of us have no elastic provision for salaries and we must divide that among our staff, a certain staff, and to divide it fairly, we would be willing to - at least I would be willing to consider the relative value of these salaries, these positions as being relatively correct, but I may not be able now to give myself ten thousand dollars, which, of course I deserve. (Laughter)    And consequently,

I cannot give the other positions the amount which according to this table, they deserve. If this were presented with some percentage above and below the medium salary, we could find out whether we could adjust our staff to it or not. I think if they would really add another column of percentages, they would really meet the needs of libraries with limited appropriations. It is an impossibility in some cases to get the enormous increase which the bureau says we ought to have.

There is one other point - I have talked to Mr. Telford before we began, and I find that he does not ignore it and I didn't think he meant to, the principle of promotion, but I do not think it is sufficiently expressed. I think we all realize that we can determine much more readily than by six years of experience, whether one of our subordinates is going to work satisfactorily in higher positions. If we vote for the wording of these qualifications if it comes in at the Council in December, I want to have added a distinct recognition of the principles of promotion after trying out in subordinate positions. I don't mean that this wording suggested is the best, but some such provision as this - 'capacity in a subordinate position which furnishes an adequate test of the qualifications needed in every case except below'. I should then feel that they had recognized the fact that not by a six years' test but sometimes by six months, the executive will know whether he or she will fit into a higher position when that position opens.

MR. TELFORD: With regard to the first point, what Dr. Andrews suggests is perfectly feasible, but I shall say, from my viewpoint largely as an outsider looking in at library work, that I hope it won't be done quite that way, because as I see it, the different groups of library work have been treated differently in the past and the deserts of all are not equal. Giving a personal opinion, I should say that the money at present is distributed most liberally at the bottom and at the top, and the great mass of workers in between, those in the supervisory and administrative positions, but not at the top, are the people for whom my heart bleeds the most. I think in the library profession as at present, the group that has sweated most are those who do the assistant supervision, take their problems home with them, who form plans, who execute those plans when they are put into effect, and not the largest group by any means, but they are the group who deserve your first consideration and whose rates of pay in my opinion should be raised quickly and radically. To make that concrete, I would say that our observation has been in the libraries with which we dealt that only in a comparatively small number of cases does the second person get even half as much pay as the librarian in charge. That means that down at the bottom you must make a very, very small difference between the persons in the supervisory positions, a little group of two, three, five, or ten, and those who are doing

the routine work without any supervisory responsibility at all. I am as convinced of the fact as much as of that I am standing here, that the people doing the supervisory work should be rewarded financially for these extra responsibilities they cover and therefore I hope that when this added sum is received and distributed, a goodly portion of it, if not the great percentage, will go to this group. I think, however, that Dr. Andrews suggestion is possible.

The second question can be answered briefly. Every one of these qualifications is more or less a matter of opinion and they are subject to change without notice. I myself think that the idea that Dr. Andrews wants is conveyed there by the wording that is given, but if it is not, or even if additional wording such as is suggested, is needed, then by all means let it go in.

MR. ANDREWS: Mr. President, may I say that I agree entirely with every word Mr. Telford said about the desirability of rewarding the intermediate positions, and for that reason I want him to tell me how much above the medium those positions ought to be, so our scale can be adjusted. I know there are positions here where the Assistant to the chief is doing practically most of the Chief's work and getting a very small fraction of that salary, and there are those situations, and exactly those conditions where the chief's salary is much lower than this grade that we want to know about, how it is to be changed. We know it ought to be corrected.

MR. RANCK: May I suggest that the recommendations might be acted upon?

MR. ANDREWS: I move that we accept the report.

MR. BOSTWICK: Mr. Ranck refers to the recommendation of the committee that this be considered a report of progress, and that the committee be continued.

(Seconded by Mr. Ranck.)

PRESIDENT: It has been regularly moved and seconded that the report be accepted as a report of progress and that the committee be continued. All those in favor please signify by saying Aye; contrary No. Carried unanimously.

Now I am not going to be stopped from saying another word about the Centennial celebration, now and on every and all occasions. To the publications we ought to add the report of the commission of libraries on Adult Education, which will be a most interesting and important publication, and it is expected in 1936.

We will now proceed to our next topic, which is that of Library Revenues, presented by Mr. Ranck, of the Grand Rapids Public Library. Mr. Ranck.

(Applause)

#### LIBRARY REVENUES

S. H. Ranck

Mr. President and members of the council, if the libraries of this country are going to carry out the recommendations or put into effect the recommendations suggested by Mr.

Telford's report, we have got to give serious consideration to the whole subject of library revenues, where the money is to come from, how we are going to get it, etc.

The Committee on Library Revenues in its printed report signed by all the members of the committee, made some suggestions and recommendations to which I should like to draw attention. We spent months of time, during the last two years, on the revenues and work of the college, university, teachers' college, and normal school libraries; a questionnaire was sent to some eight hundred, and of those institutions received responses from between two and three hundred. Our observation, from the institutions that we have studied on the ground, that it is highly desirable that there should be some field work done in connection with these institutions.

There is the greatest variety of things that do not come to the surface in a written questionnaire; persons do not understand them alike, and the whole story is not put in; Take for example, the matter I saw within the last month; the matter of counting the circulation of reserved books; In the university, of Minnesota, you will recall the large room with shelves all around. In another library, the reserve books are in stacks behind the counter, and every book issued for fifteen minutes or for an hour or two was counted as circulation, and in other cases not at all. And so all through the line, we believe it is necessary and

important, before we can make an intelligent recommendation, that there should be some field work done, to check up on a representative group of these libraries.

The matter of reading room accommodations has been referred to in our report. Few colleges and universities, in our judgment, have made sufficient provision for the accommodation of readers in their reading rooms, and in making studies of this kind, it is necessary to see that on the ground. I was in one university of six thousand students where the periodical room had seats for twenty-six people.

With reference to the dollar per capita referred to and adopted by this organization as a reasonable minimum for the support of public libraries, adopted three years ago, as I recall, I think the members of this organization will be happy to know that there are now some two hundred libraries in the United States which receive as a revenue a dollar or more per capita of the population they serve, running as high as six dollars per capita.

The committee would like to call attention to another possible source of revenue which we believe has not been taken into such sufficient consideration by the libraries of the country as it warrants, and particularly the public libraries; and that is the possibility of securing for libraries, trust funds, or endowment funds for carrying on a specific work. There are some serious problems connected with the matter of trust funds for libraries. We must guard most carefully - we must not give the public

the idea that the library is a charity and that they are to be freed from their responsibility of supporting it by passing that to the wealthy members of the community. There are libraries in this country that have suffered seriously in the way of adequate library support by expecting funds of that sort to carry on, but nevertheless, in our older communities particularly, there are great sources sometimes of wealth, with with proper direction might be used perpetually for the advancement of the library cause in that particular community. I have in mind one community, and this will give you some idea of the problem connected with that, of less than fifty thousand people that now has a public library which now has an income from trust funds of more than a dollar per capita, and I understand that there is in sight for this institution an additional trust fund which will raise the amount from trust funds to a dollar and a half to two dollars per capita. In addition to that, the city is supporting the library from taxes; but that library is embarrassed by the fact that these trust funds are so tied up that the income from those funds can be used for books only, not for administrative expense, etc.

Now the thing that the committee has in mind is this, that we believe that the American Library Association should be willing to endorse some sort of statement that trust funds for public libraries, either memorial or otherwise, can perform a community service and recommending

such funds to the consideration of persons who would like to do a nice thing for the community.

There are a lot of legal questions connected with this. It has been my privilege for the last year or two to almost wear the carpet out at the city attorney's office of our city discussing one thing or another, as the ~~unlibrary~~ library was fortunate enough to get a number of trust funds, some of them tied up. I might say that, incidentally, two years ago we wrote a personal letter to every lawyer in the town, telling him that the library board had power (and by the way, a good many library boards do not have the power) to administer trust funds, and it will need some attention in a good many of the states to take care of all that sort of thing; but if your board does have the power, how far does the power go? And so on.

Here is a problem we ran into; two cases came to me of persons who wished to give money to the library with the consideration that the income therefrom should go to certain individuals during the life of those individuals, and after that the whole income, the whole fund, to the library. That is a very common thing with colleges; every college of the older colleges has a number of funds of that kind, but in our state the city attorney ruled that there is no legislation that permits anything of that kind. Now if the American Library Association endorses the idea that we favor and approve of the establishment of trust funds for the enlargement of the work of the libraries, we will have to

take into consideration the matter of the proper legislation to carry that on, and it seems to me that the thing for this organization to do is to determine that. What the committee would like to have is whether you approve of the idea of the association recommending to the American people funds of this sort for public libraries particularly. Of course, many of our colleges and universities have funds of that sort, but being private corporations, they haven't any difficulty in administering them, under the present laws.

These are some of the problems which our committee has had under consideration and which we would like to bring up to your attention particularly. I would like to say, in conclusion, that personally I feel that this whole money business is a thing that we have to guard against very carefully, and not let it overshadow the main purpose of libraries, which is service. We want this money not for the sake of money itself, but for the sake of the service that the institution can render, and there is an immense amount of educational work necessary to be done, to let our communities and our legislative bodies understand what the modern public library movement means. As chairman of the Committee on Legislation of the Michigan Library Association, it was my privilege or duty last year, this last winter, to fight hostile legislation that would take away from the libraries of Michigan about five hundred thousand dollars a year,

money that they have had for library purposes since the foundation of the state. It wasn't five hundred thousand dollars last - in the beginning, I should say, but that was what it was last year; over five hundred thousand dollars, and we ran into a very interesting situation in the State Legislature at Lansing, and that is that there are a number of inspection spots around the state, poor libraries, miserably administered, and members of the legislature came up there with those libraries in mind, and did not know what a modern public library means; and every library of that sort is a menace to the whole library movement in the state, and we as an association at large and as an organization in each state must care for the libraries that are not functioning properly because they are imperilling the whole library situation in that state. We ran into that again and again at Lansing. I am happy to say that after a good deal of hard work, very hard work, in which we dropped everything else for a good while - you may call it lobbying; we called it educating the members of the legislature - we killed the hostile legislation and we did it in a way that we didn't antagonize the members, and got through some constructive legislation.

Now, Mr. Chairman, those are some of the points in the report of the committee on Revenues that I should like to draw to your attention. The hour is too late to go into them very much further. The committee has gathered a very

large amount of material on this whole subject, but the committee would like to have an expression of opinion of this organization on what shall be our attitude toward encouraging the wealthy people in the community to turn over to library boards, public library boards in particular, funds for the support of specific or general work of the library; whether that is going to hunder income or resources from taxes. I feel very strongly, Mr. President, that we should not do anything that would relieve in any sense the general public of its sense of responsibility for the proper support of the public library. That is the reason.

(Applause)

PRESIDENT: The chairman of the committee has asked for an expression of opinion. There is no motion before the house, and whatever action is taken will have to be rather informal unless the matter is put in the form of a motion.

MR. ANDREWS: I move that that portion of the committee's report which refers to the desirability of legislation in regard to trust funds being handled, be referred to the Committee on Library Legislation for a statement of the actual conditions, and a proper resolution to approve it.

(Motion duly seconded from the floor.)

(Reporter is requested to read the motion.)

PRESIDENT: You have heard the motion, duly seconded. Are you ready for the question? All those in

favor signify by saying Aye; contrary minded, No. Carried.

Now we have one or two more subjects to come up. Mr. Wright, of the committee on book buying, has a brief statement to make in connection with the copyright bill, which will almost certainly come up at the next meeting of congress, in December or shortly after. Mr. Wright will now present the statement.

MR. WRIGHT: Mr. President, before reading this warning from the chairman of the committee, I wish to make a personal acknowledgment to Mr. Solberg for his monumental piece of work in preparing the copyright bill. Second, I want to say that I am a member of the committee in name only. I have been glad to do what little I could but I am so far away from the center of carnage, but to Dr. Raney, who has represented this Association in all matters, all credit is due; I should say ninety or ninety-five per cent to Dr. Raney, and the other percentage to Mr. Wellman. They have been close together on the work.

This is a warning and an appeal, supplementing the short report you have in your hands.

(Speaker reads statement. INSERT here as of record; also letter from Mr. E. C. Mills, American Society of Composers and Authors; also letter from Mr. Albert T. Reed, Authors' League of America.

PRESIDENT: The situation briefly is this - the copyright bill has been drawn up by the Registrar of Copyrights, Mr. Solberg, and the committee is now asking

the support of librarians for this bill. We are threatened with various amendments, the most dangerous of which is to take away the privilege which the libraries, colleges, universities, and other educational and learned institutions now have of importing copies for their own use, a privilege which I believe librarians and others are not willing to give up. Nothing is really offered as a compensation, as we understand it. Now, no action is contemplated by the council; it is simply laid before you for your information, with the suggestion that you act along the lines laid down by the committee, and really write to your members of congress, especially to the different members of this subcommittee, and give them clearly to understand that you support the Solberg bill.

MR. RANCK: Mr. Chairman, I should like to suggest that we not only as librarians take this action, but that we have our library boards to take proper action, because to the members of the congress, and members of the senate, the action of the library board of a city will have a good deal more weight than the mere recommendations of the librarians personally.

PRESIDENT: Mr. Ranck's suggestion is most admirable, as in many cases, these men are business men who are perhaps better known to the members of congress, and what they say will perhaps carry a little more weight than the librarian.

MR. ANDREWS: In Chicago, we have gone still

farther. All the great libraries, the public library, the University of Chicago, Northwestern, and others, are going to unite in the matter, and their protests will have still more weight.

DR. BOSTWICK: Mr. Chairman, some of Dr. Raney's friends, and I need not say that I heartily concur, are of the opinion that the council at this time, give recognition of the work done in this matter; as Mr. Wright said, he has carried it through almost singly, and has worked very hard upon it. I don't know exactly what form it ought to take, but I suggest tentatively that we simply pass a resolution of thanks to Dr. Raney for his work in connection with the Copyright Bill.

MR. WRIGHT: Mr. President, I am not a member of the Council, but that motion hits a very warm place in my heart, and if I were a member, I should like to second it because if any member of this association ever deserved commendation for the things he has done and is trying to do, Dr. Raney does. I am in a position to enthuse openly and candidly, because he is not here, and because I know something of the work he has done and the time he has put in on it.

MR. RANCK: Mr. Chairman, in seconding the motion, I would like to add that I have read, I think, all of the hearings before the congressional committee where Dr. Raney has appeared, and believe me, he has been up

against a pretty stiff proposition, and sometimes abuse on the part of members of the committee before whom he appeared for the American Library Association. I take great pleasure in seconding this motion.

PRESIDENT:                   Ready for the question? It has been regularly moved and seconded that the Council presents its approval of the work done by Dr. Raney and his committee in connection with this copyright bill.

(Amended by Dr. Bostwick: -- that the council presents its approval and appreciation at what Dr. Raney and at his direction the committee have done in connection with this and other copyright bills.

PRESIDENT:                   All those in favor signify by saying Aye; opposed No. Unanimously carried.

We have one more matter in which we are all interested. Miss Tyler wishes to say something to us about the use of good paper in books of permanent importance. That is a subject, I can say, that I am personally very much interested in, indeed, and one in which every other librarian who has to do with the permanent record of human knowledge, is interested also.

MISS TYLER:                   The reason for my speaking on this question is not only because of my personal interest in the matter, but because of a suggestion that has been made that has come to us from the members of the bookbinding committee, or from one member resident in Cleveland, regarding

the great desirability of having a committee in this association which might be termed a book production committee. That is to say, we have centered out interest on the book binding part of our books, withing giving association attention to the production of the books as regards the quality of paper on which the books are printed, and the appearance of the book typographically. I feel that it is time that this association should have a book production committee. This would of course not include book binding, because that is a subject by itself, and a book is produced before it is bound. I had not prepared any resolution, thinking perhaps we could place it in the hands of the secretary, as both Miss Wheelock and Miss Stiles and myself have been corresponding with the secretary regarding it, and if Mr. Milam is prepared to present this, I will not attempt to formulate a resolution; but I do wish most heartily for the support of the idea of creating a book production committee in the A. L. A.

PRESIDENT: Just a little while before leaving Washington, I had some conversation with a book printer on this very subject and he agreed that there was a very decided movement in favor of turning out books printed on the best paper, or on better paper, I should say, with better type and better workmanship throughout. There are a number of presses which make a feature of this fine printing, we all recall the recent publications of the Atlantic Monthly, now taken over by Little, Brown & Co,



book binding committee is so large that it would not seem quite feasible to put so large a task upon them as this; and with all due appreciation of the secretary's suggestion regarding the name of the committee, I do believe that the fundamental thing about this is the insistence of this organization on the use of the right kind of paper. I believe that the contention of Mr. Lindberg and Dr. Hill and others regarding the very poor quality of paper that is being used by publishers and by the newspapers, is a very serious trade question, and while it does invade the field of art in a sense, it does mean the actual production of books in the use of rag paper and paper that will last. That seems to me fundamental. Then when we come to the typography, which is not now included in that resolution, which should be quite definitely included, we do get into the art side, as well as the utility side.

Whatever the name of the committee shall be, I think it might well be left to the committee, or the executive board. The purport of the committee I think is very plain; and I think the field is large enough so that Mr. Ranck will see that there is scarcely fairness in putting it on the book binding committee. I should like to see an entirely separate committee.

PRESIDENT:                      From what I have seen of the work of the book binding committee, I should think the two things had better be kept apart, and it occurs to me that the name of the committee might well be some such term as this: -

"A Committee on the Art and Craft of Book Production" and that would cover both sides, the art side and the craftsmanship, the making, and of course include the typography and paper and all the rest of it.

MR. HENRY:                    Would that bring up the material out of which the paper is made? If it will, all right. It seems to me that the paper question alone is the important thing; if they succeed with that, then the rest can take care of itself. Of course, I do not see how any committee from the library association will accomplish very much, because it is purely an economic question. Now if we insist on a good quality of paper, well, of course, they will insist on quite an increase in price, and books are so fearfully high now, ~~but~~ if we increase that price I fear it will be very injurious. Personally, I should like very much to see a very much better paper used than we now have. In fact, some of the paper doesn't tear, it just breaks off, and there ought to be something done, but I am inclined to think that the question is deeper than we can go. And how large a proportion of the books are bought by libraries. You people who have studied this will know; I don't, whether the total number of books we as librarians buy is a very large proportion of it. Of course, not in magazines; the number of magazines we buy have nothing to do with the case; the advertising we use may, but our subscriptions are small compared with the whole sales made, so that they don't care what we say. It may be worth trying, as anything we can do ought to be

done, to impress the importance upon them of using good paper. That is, if we have a book made of good paper, almost any printing is good enough.

MISS TYLER: Mr. President, may I make a statement, which many probably know; I think I should have said that the Paper Manufacturers' Association has come to realize the great seriousness of this question of the quality of paper, and they have started an educational campaign in their own organization, and they stand ready, I understand, to cooperate with any movement on the part of this association, so I think the field is already there for strong cooperation regarding the quality of paper, and I am sure that in the field of typography, we will find a wonderful feeling of cooperation.

PRESIDENT: What Mr. Henry says as to the economic basis of this whole thing is absolutely true, but nevertheless some of the representatives of these printers who have come to the Library of Congress have indicated that action of this kind on the part of the Association would give them a great deal of moral support in what they are trying to do, I think to build up a small percentage of publications that shall be everything that the lover of fine books can desire.

MR. ANDREWS: Printers or publishers?

PRESIDENT: Both. And they feel that this action or any action of this kind on the part of the American Library Association would give them the moral

support of which they cannot get too much, and while we may not be able to do much as regards economic conditions, a committee of this kind is eminently desirable to show that we are entirely in accord with the movement to turn out better books, and I hope very much indeed that out of this discussion will come a motion to appoint such a committee. Of course, the present incumbent of the chair will leave the appointment of the committee to his successors, as the work of the committee is to begin next year; but it seems to me that at this meeting of the Council, we can very readily and properly call for the appointment of such a committee.

MISS TYLER: I move that a committee shall be appointed which shall embody the duties as suggested in the statement read by the secretary, which shall also include typography as well as paper, and that the name of the committee shall be left to the decision of - shall I say the executive board committee or committees, to the committee on committees. I think that just about covers it.

(Seconded by Mr. Henry)

(Informal discussion as to parliamentary procedure. Miss Tyler withdraws her motion, and presents another:

MISS TYLER: I move the following - that the council requests the executive board to appoint a standing committee of three on book production, whose duties it shall be to promote the use of better paper for books

of permanent importance, this committee to cooperate with the book binding committee, and other committees and other organizations, and report to the council annually.

- I should like the clause to be inserted which shall include typography as well. I think probably to read this way: "Whose duties it shall be to promote the use of better paper for books of permanent importance, and a greater appreciation and encouragement of better typography, this committee to cooperate with the bookbinding committee.

DR. BOSTWICK: Why not just say better paper and typography. We are quite willing to accept that.

MR. SEVERANCE: I like the idea expressed by our president, a committee on the arts and craft of books. That would give the committee the power to consider not only typography and paper, but the illustrations and the outside of the book also.

DR. BOSTWICK: I would like to ask, then, to what committee would belong the consideration of the declarations on the outside of the book cover. That would belong evidently to the committee on binding.

PRESIDENT: Most of this committee's attention would be to the mechanic; that is, that of the binding committee, I think. I have watched the work of that committee pretty closely. - Are you ready for the question? For the executive board to appoint a committee of this kind - I won't attempt to repeat it, all the details. Miss Tyler has indicated her willingness to have the exact

form modified and left in the hands of the committee on committees. All those in favor signify by saying Aye; contrary minded, No. Carried unanimously.

(Mr. Andrews brought up question of a resolution which had been referred in for action by the cataloging section. His exact introductory remarks inaudible to reporter.)

-(continuing) -'there is a prospect that we may have classification numbers printed on the Library of Congress cards. The Library of Congress expressed willingness to furnish desk room and agreed to hold the books at least one day for all books and not exceeding one week for any book. Under those conditions, it seems feasible that this resolution of the cataloging section - they expressed in the preamble the desirability of it, and asked the council to take such measures as approved themselves to it. Now if this had been brought before the council I should have arisen with the suggestion that the matter be referred to the classification committee and that they report to the December meeting, and I hope somebody will make that motion, that the matter be referred to the committee on classification and report to the next meeting.

(Motion made by Dr. Bostwick; duly seconded)

PRESIDENT: It has been moved and seconded that this matter be referred to the classification committee. Are you ready for the question? - All those in favor, signify by saying Aye; contrary minded No. Carried. If there is no further business, we will stand adjourned.